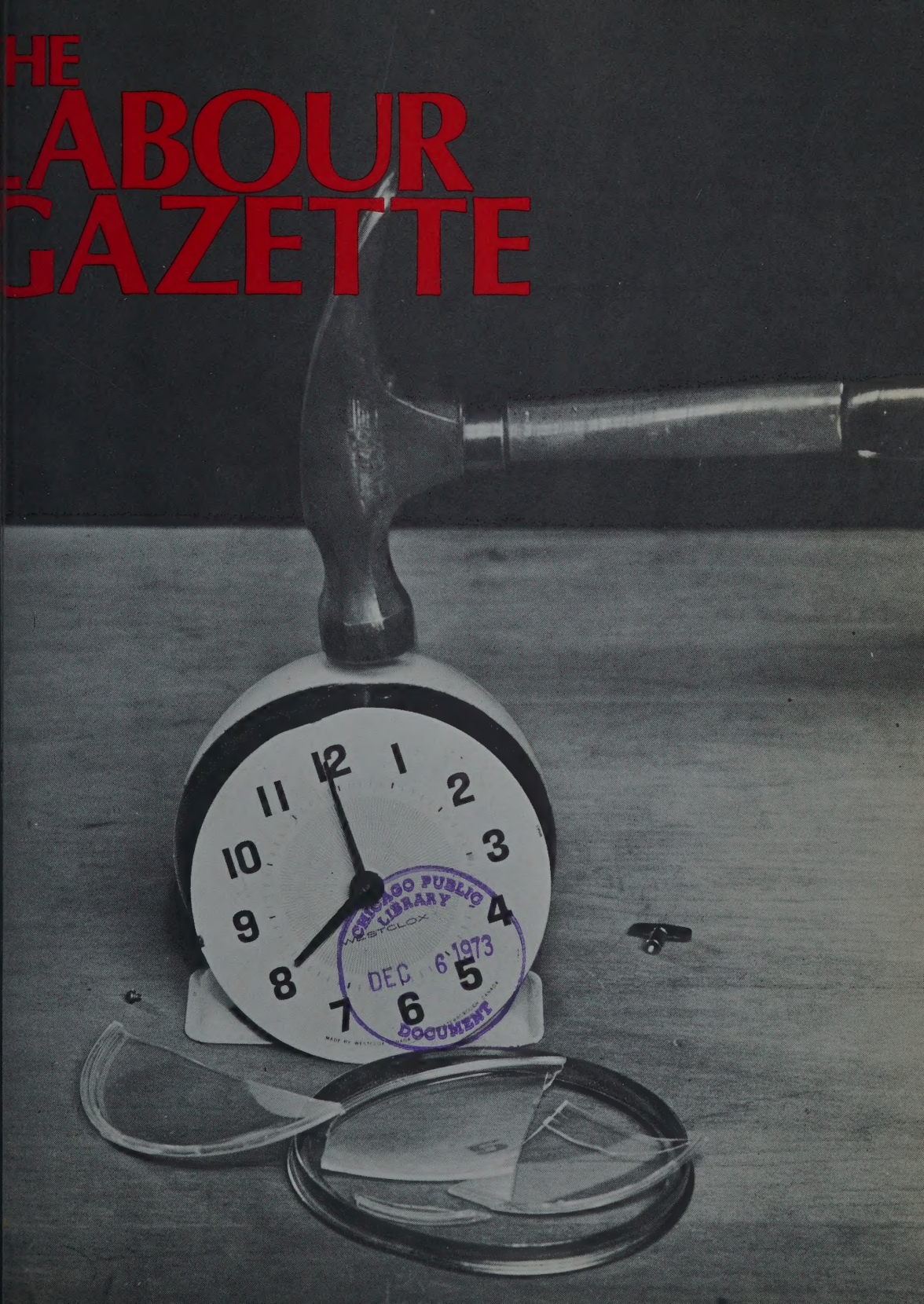
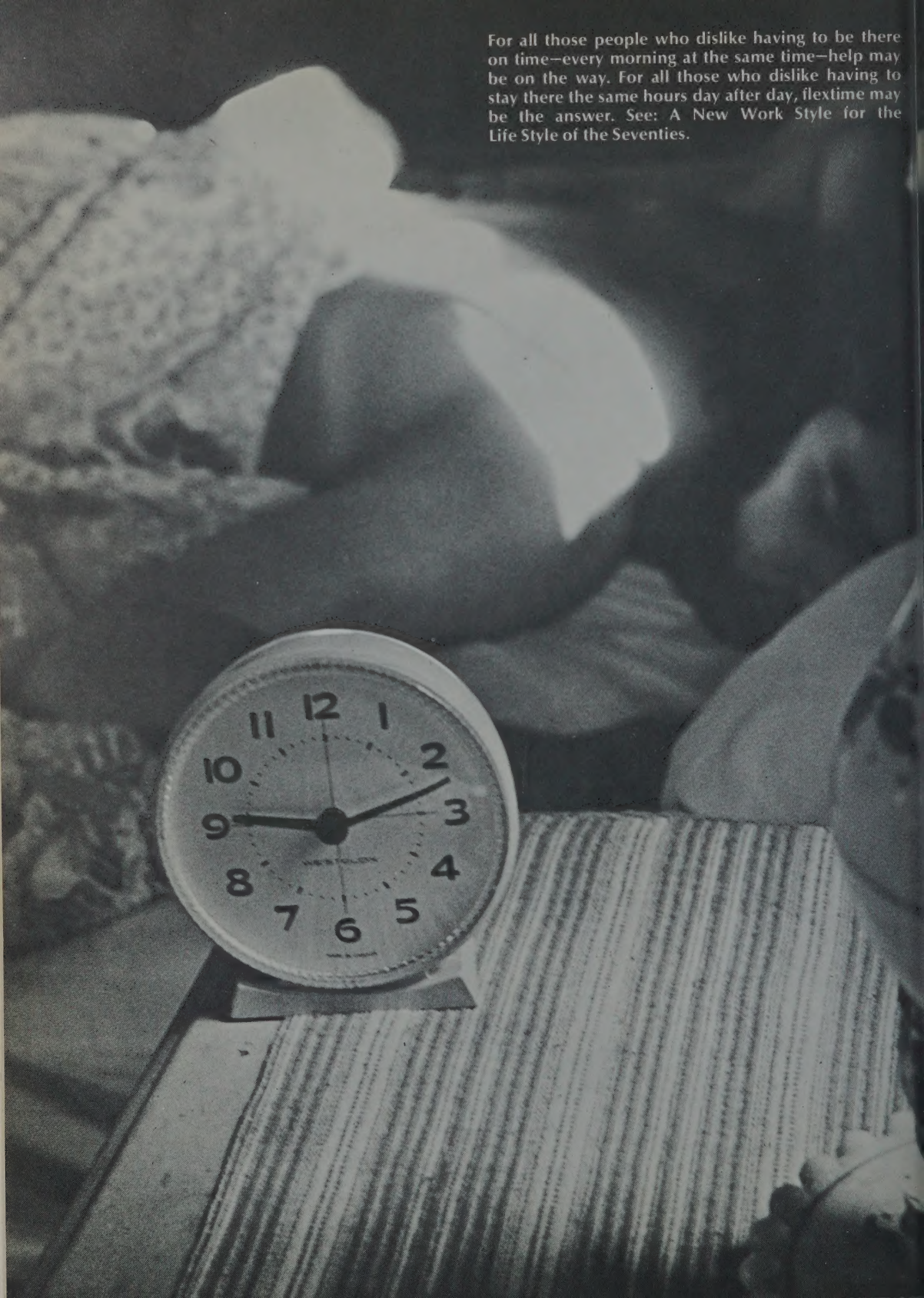
HE LABOUR GAZETTE




For all those people who dislike having to be there on time—every morning at the same time—help may be on the way. For all those who dislike having to stay there the same hours day after day, flextime may be the answer. See: A New Work Style for the Life Style of the Seventies.

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Labour Canada Travail Canada

NEWS BRIEFS

■ The Oil, Chemical and Atomic Workers' International Union and Gulf Oil Canada Limited have negotiated **a shorter work week,** applying nationally to all locals of the union. The contract was negotiated without third party intervention.

Although the work week has been reduced from 40 to 37.3 hours, the employee still retains the right to work an eight hour day. Day workers will receive an additional 17 days off a year, mostly reflected in long weekends, and shift workers may choose their own time-on, time-off pattern.

Neil Reimer, Canadian Director of the union, said the question of shorter hours versus more total pay is a choice that the workers at each local union will have to decide. The agreement has already been ratified by the membership at Clarkson, Ontario.

"The union considers shorter hours an appropriate social goal when you consider that rates of pay are at a reasonable level and job security is good," Reimer stated.

The union represents some 1,000 Gulf employees, of which about 350 are at Clarkson.

■ **The U.S. Labor Departmer the first federal agency to g paternity leave to male work** The two-year contract was sig by Labor Secretary Peter J. Br nan and Local 12 of the Ameri Federation of Government E ployees. The purpose of patern leave is to ensure "that the ho and family are taken care of, a the wife has given birth," s Brennan. The new benefit, pr ously restricted to women, allo up to 30 days leave, either with pay or charged to annual leave.

C Levine, National Research Director of the Canadian Union of Public Employees (CUPE), says t he intends to suggest that local unions ask for two weeks paternity leave with pay. "It shows t a new baby has two parents. The onus of responsibility for a newborn baby shouldn't fall entirely on the mother," he said.

Ontario provincial law requires firms with more than 25 employees to give maternity leave to women who have been employed for 12 months. This leave, which may be up to 12 weeks, is without pay, but allows the female employee to retain her seniority and wage scale.

Oakville, Ontario, the site of a major plant of the Ford Motor Company, was the **city with the highest average income** of any Canadian city in 1971, according to recently released figures from the federal revenue department. Oakville residents earned an average $9,706 a year, replacing Sept Iles, Quebec, 1970's highest average income city.

Placing second was Sarnia, with an average income of $8,674, and third was Ottawa, with $8,361.

Nearly 150,000 disabled veterans and their dependants received adjustment cheques in July bringing their pension payments up to the new level provided for in an Act to amend the Pension Act.

The new legislation raised the basic disability rate by 24 per cent over the previous basic rate—the compensation paid to an unmarried pensioner whose disability is assessed at 100 per cent. As of July 1, this became $392 a month. A married pensioner with two dependent children now receives $578 a month; a widow with two dependent children, $470 a month.

The new legislation does not alter the principle that the pension itself is not taxable, nor change other benefits to which the severely handicapped veteran is entitled.

■ **R. Val Scott has been appointed Advisory Consultant and Interim Chief Executive Officer of the Professional Institute of the Public Service of Canada.** Among Scott's duties for the six-month period of his appointment, effective July 3, will be responsibility for the management of the Professional Institute staff, the preparation of a report concerning re-organization of the Institute, and recruitment of new Institute members, with emphasis on those employed in federal government Corporations and Agencies.

Previously, he was General Manager for the Society of Ontario Hydro Professional Engineers and Associates; Executive Assistant to the Committee for the Advancement of Professional Engineers; he also served on the Steering Committee on Negotiation Rights for Professional Staffs and on the Special Committee of Professional Engineers. In 1970, he became the Executive Director of the Federation of Engineers, Scientists and Associates.

Scott reports that, in his capacity as Interim Chief Executive Officer, he hopes to act as the "enabling catalyst for the Professional Institute in its aim to extend its membership."

In announcing the appointm PIP's President D. R. Bucha pointed out that "Scott brings the field of industrial relati new concepts that spring from firm belief in the idea of 'Cor rate Humanism' and indust democracy as the basis of a p ductive and satisfying employ employee relationship."

Scott's Corporate Humanism vocates, as an alternative to right to strike, a method called nal offer selection. Each side s mits its "final position" to a n tral arbiter who is given only th two alternatives. The theory is t the arbiter will choose the m humane of the two positio Both sides would thus strive fo rational final position, thus p ting an end to "horse trading" t tics currently used in the coll tive bargaining process.

R. Val Scott

NTERNATIONAL
OUNDUP

The French Government has revealed **new plans to alleviate the plight of France's 3.5 million immigrant workers**—about one sixth of the workforce. Georges Gorse, Minister of Labour, Employment and Population, said his Government's new legislative proposals will give foreign workers greater rights, particularly for holding of union office, a bigger share of low-income housing, cut-rate fares on public transport, maternity benefits for wives, scholarships for children, and professional training to improve job status. Harsher sentences will be meted out to employers who underpay foreigners and to unscrupulous agents who lure workers to France, collecting fees on the promise of unpaid jobs. The Government will not be the only party involved: both the Patronat (French Employers' Federation) and trade unions are to be represented on a permanent body concerned with improving the lot of migrants and assimilating them into society.

Developments in France are being watched closely by other European countries (Germany and Switzerland for example) where immigrant labour has become a serious problem. Migrant workers in Europe usually do the dirtiest and most dangerous work at the bottom rung of the job ladder—garbage collection, street cleaning, furnace firing, road building, mining, and manning heavy autobody presses—work that most Europeans no longer want to do. The foreigners are a vital factor in the economies of their host countries but do not share in the resulting prosperity. They are generally paid the lowest wages, face discrimination, especially in housing, and have virtually no opportunities for individual advancement. Those who are illegally smuggled into their host countries, cannot apply for any of the social benefits and protection accorded to those who have the necessary papers.

Until the Renault strike (LG, June, p. 352), France's foreign workers were timid, silent and anxious to avoid trouble. All this has now changed. The immigrants are aware of the essential role that they play in the economy. They have discovered that strikes can pay off. The Renault stoppage not only impressed upon the Government the discontent of foreign labour, but demonstrated also how 300 foreign workers could take more than 7,000 employees off their jobs—with serious effects on the entire national economy.

Unions, too, have been slow to face up to the social and economic effects of migration, both on the countries of adoption and of origin. The International Confederation of Free Trade Unions is proposing a **charter of foreign workers' rights.** "We are convinced that the key to solving the particular problems facing foreign workers . . . will lie in future in giving them **the right and the opportunity to take a full part in political and trade union life at all levels,"** said an editorial in **Free Labour World,** the ICFTU monthly. "This means getting governments to legislate to put foreign workers on a par in every way with native citizens; it means putting a stop to illegal immigration that today leaves literally millions of workers entirely outside the law; lastly, but perhaps most vital of all, it means effectively organizing foreign workers into trade unions so that they themselves have the strength to protect their own interests, and to take their destinies into their own hands."

The editorial points out also that "our eventual aim must be to foster the balanced growth of all areas of the world as a single economic unit. **Capital must go to labour and not labour to capital.** In the long-term, the full employment nations must concentrate on exporting technological know-how and investment to the capital-starved countries of the developing world and buying goods from these countries, rather than importing workers from them."

■ **While Greek workers in Germany and other European countries do the thousand-and-one unpleasant tasks** that these countries' nationals no longer care to do, **industry in Greece suffers labour shortages.** Emergency measures have therefore been taken by the Greek Government to keep its citizens at home. Minimum wages for the unskilled will be increased by 28 per cent over the next 26 months, and salaried employees can expect a 25 per cent raise for the same period. And, for the first time, minimums will be the same for men and women.

■ **New Zealand has enacted legislation extending the principle of workmen's compensation beyond the factory into all areas of life.** Starting in a few months time, every New Zealander who faces financial hardship because of injury will receive assistance from the Government. The new Accident Compensation Act provides for "the rehabilitation and compensation of earners who suffer personal injury by accident . . . and of persons who in New Zealand suffer personal injury by a motor vehicle accident; and for the compensation of certain dependants of those earners and persons where death results from the injury."

■ "Why don't women stay home and give an unemployed man a chance to work? Their husbands have good jobs and they're only working for luxuries anyway." This is a timeworn cliché voiced by some senior citizens, non-working wives and male chauvinist workers. But how true is it?

For the past several weeks the Joint Economic Committee of the U.S. Congress has been delving into the economic status of women and coming up with a few surprising answers. First of all, **most women work because they have to,** and the majority of them work **at traditional women's jobs** where the wages also are traditionally low. Beginning in 1971 more than half of all the married women in the U.S. held paid jobs outside the home. Three quarters of all U.S. women workers either have no husband or a husband whose income is less than $7,000 a year, far below the national median of $11,000. And lastly, **the unemployment rate for women is higher than for men** and the gap between the sexes is growing wider. In June the rate for adult men was 3.2 per cent and for adult women 4.9 per cent.

Although it appears that m
women are seeking work, they
still confined to "women's jo
like clerical, secretarial and low
paid sales positions—fields that
vastly overcrowded, keep
unemployment for women h
and wages low. Studies indic
that women's wages average o
80 per cent of those paid to m
in the same jobs. And only 48
cent of all the back pay found
be owing to women under
U.S. Equal Pay Act of 1962
been paid.

Investigators uncovered the
that not a single corporation
ever been barred from bidding
defence contracts because it
discriminatory employer. Perh
even more significant, and to
embarrassment of government
ficials, the agency set up by
government to investigate dis
mination against holders of g
ernment contracts employs
women in professional positi
in any of its field offices.

■ It has become clear since
formation of the European Tr
Union Confederation that the
sition of British unions and th
approach to Europe embody
concept of a whole Europe
not just an EEC Europe. This is
dent in the **detente now tak
place between the British Tra
Union Congress and Russ
workers' organizations.**

Formal relations between the
labour movements—ruptured
the invasion of Czechoslovaki
1968—have been resumed an
four-man delegation headed

neral Secretary Victor Feather
d transport workers' leader Jack
es, who is head of the TUC's
ernational Committee, visited
Soviet Union in July. Feather
d a press conference at the end
the talks in Moscow that the
C would be taking a close look
Anglo-Soviet trade relations,
ere there was potential of a
ry substantial improvement." It
ikely that the TUC will be lob-
ng the Government on the ex-
nsion of Anglo-Soviet trade.

some years now, the British,
edes and Canadians, who have
en the pillars of the ICFTU, have
nt over backwards in an effort
bring the AFL-CIO back to the
ganization. The decision to
en the door, however little, to
viet workers' organizations can
ly be construed as abandon-
nt by British workers of any at-
mpt to coax the AFL-CIO away
m its isolationist position.

■ Belgium has blazed a new trail in industrial relations. Under a Bill approved by both that country's legislative chambers, workers interested enough to pursue courses of study for self-improvement will henceforth be allowed to take time off at full pay. About 28,000 blue- and white-collar workers are immediately eligible. All those who are less than 40 years of age and have reached their second or third year of a technical, secondary, special or tertiary course of education under a State grant in 1973 may subscribe. Their employer must give them free time equal to actual class time if they are in their third year, and half-time if they are second-year students. Business will share expenditure for grants with the Government.

■ About 400 lawyers in the New York area—members of the Association of Legal Aid Attorneys—have staged **the first strike by organized lawyers in United States labour history.** Their recent one-week walkout ended with an agreement giving them three major gains: (1) salary parity with their courtroom opponents, the Assistant District Attorneys; (2) the right of individual lawyers to determine their own case loads—at present, they carry from 70 to 300 clients at one time; and (3) the right to handle a case from start to finish.

■ If you have ever wondered who is the highest-paid labour leader in the United States, he is Frank Fitzsimmons, President of the two-million-member Teamsters union. Fitzsimmons drew $125,000 last year, plus $6,481 in expense allowances. The second highest-paid union official in the U.S. is Murray Miller, Teamsters Secretary-Treasurer, who was paid $100,973, with $13,255 in allowances. In contrast, Leonard Woodcock, President of the economically powerful United Auto Workers, which has 1.4 million members, was paid $38,134 plus expenses of $9,315. AFL-CIO President George Meany received $72,960 plus an expense allowance of $1,816, and I. W. Abel, President of the 1.4-million member United Steelworkers was paid $60,000 plus $9,937 expenses.

■ Research conducted by the British Ministry of Employment reveals that the distribution of earned income in Britain has hardly changed since 1886. But although the gap between the high-paid and the low-paid remains as wide as ever, few workers remain in the low pay bracket for long. This is probably because of frequent job changes. Some 10 million Britons change their job each year.

■ Nothing less than the outright **abolition of the traditional assembly line** is recommended in an important working paper recently published in Brussels by the European Commission. Assembly line operations are seen as inflicting considerable psychological damage on workers, and systems better suited to human needs are recommended. The document—part of the Commission's social action program—suggests also that companies be aided from the public purse to enable them to make the transition to new production methods.

■ **Young Japanese workers,** less committed than their elders to the Japanese work ethic, **are bored with their jobs.** According to both management and union officials, an increasing number of young workers are leaving their employers each year, rejecting the dull, monotonous tasks of the assembly line.

In the automobile industry, firms have been experiencing a 20 per cent annual turnover; a recent survey by Japan's Economic Planning Agency found that 34 per cent of all workers in the 20- to 24-age bracket quit their jobs last year.

"Up to five years ago, if you asked workers what they wanted, they would answer higher wages. Now when you ask the same question, they say they want a socially meaningful job," said Ichiro Shioji, President of the Japanese auto workers union.

Eiji Toyoda, President of Toyota Motor Company, told his firm's 3,000 new employees at the annual company entrance ceremony last year, that "they would find real happiness working because work will always be the basis of the development of the society."

Not all workers, however found happiness working for Toyota: this year, the firm lost more than one employee in ten; two years ago, between 20 and 25 per cent of its work force, mostly young workers.

Dr. Harold Sheppard, author of **Where Have All the Robots Gone,** has documented a similar finding in a nation-wide survey of working conditions conducted by the University of Michigan for the U.S. Department of Labor. Sheppard found that young members of the labour force had, on the average, a lower job satisfaction score than older age groups.

Sixty-nine per cent of the youngest group (under 30) reported that it was very important that a job provide opportunities to develop the individual's abilities—but only 34 per cent reported that this was actually the case in their current work.

■ The Australian Governm has established **seven investigat committees to expose and com discrimination in employme** This action followed quickly the government's ratification the 1958 ILO convention deal with prejudice in employme Ethnic groups have long beer frequent source of complaints work discrimination, wh women's groups continue to dr attention to cases of discrimi tion despite an increase of legis tion to advance equal rights women. But **one cause of dis mination not covered by the I convention is age,** and the Aust lian committees intend to lo into cases of unfair discharge men and women expelled fr their jobs to make way t younger employees.

The Australian Government v rely at first on education and p suasion to correct cases of dis mination, but stronger measu will be taken where necessa Richard McGarvie, a leading la yer and Queen's Counsel, head strong national committee. Ot members represent the tra union movement, employers' ganizations, Aboriginal and Jew bodies. The six State committ are similarly representative and fluential.

50 YEARS AGO

"The working hours of persons employed in any . . . industrial undertaking . . . shall not exceed eight in the day and forty eight in the week." (—British Columbia Hours of Work Act, 1923)

A draft convention providing for the enforcement of an eight-hour day and 48-hour week in all industrial undertakings, with certain exceptions, was adopted at the first International Labour Conference in Washington, 1919.

Prevailing industrial unrest at home led the Government to appoint, in April, 1919, a royal commission to inquire into the causes of such unrest with a view to securing a permanent improvement in the relations between employers and employed. One recommendation was for legislation for a maximum workday of eight hours and a weekly rest of not less than 24 hours.

British Columbia, during the first session of its 1921 Legislature, passed five laws inspired by, and modelled on ILO Conventions, subject to the condition that they would go into effect only when other provinces enacted similar legislation. This was an experiment to overcome the natural hesitation of one province to subject its industries to restrictions which other provinces did not impose. One of the Acts dealt with the limitation of hours of work in industrial undertakings.

In 1923, although no action had been taken by other provinces, British Columbia passed an Act to establish an eight-hour day and 48-hour week in mining, manufacturing, logging and construction industries.

This Act was notable in that it was the first to restrict the hours of adult male workers. Up to this point, the concern of the Legislatures had been to limit hours for women and young persons. It was only much later that similar legislation was enacted in other provinces: Alberta 1936; Ontario 1944; Saskatchewan 1947, and Manitoba 1949. According to a 1923 Department of Labour report on the

hours of labour in Canada and other countries, in the trades with highly organized workers—mining, railway transport, building and printing—the eight-hour day was the prevailing condition, except in those building and printing trades situated in small towns. Among the factory trades, the clothing industries in the principal markets had an eight-hour day. In other manufacturing industries, working hours varied according to the size of the plant and the location. In general, the larger establishments had a shorter day; hours of labour were longest in the Maritime Provinces and Quebec, and shortest in British Columbia.

■ In 1907, the Industrial Disputes Investigation Act legalized the community's right to intervene in a trade dispute by stipulating that a work stoppage, either strike or lockout, shall not take place until the community, through a government department, had investigated the difference with the object of ascertaining if a recommendation could be made to the parties that both could accept.

In 1923 the Toronto Electric Commissioners challenged the validity of the Industrial Disputes Investigation Act, under which a board of conciliation and investigation had been appointed following an application by the Commission's employees for an inquiry into a dispute. The Commission objected to the appointment of a board on the grounds that the federal government did not have power to deal with matters of contract (being civil rights) and especially with a municipal institution. The validity of the I.D.I. Act had been upheld previously by a Québec Superior Court in 1911, in a public utility case, on the grounds that the subject matter had a general or national importance and was concerned with the peace, order and good government of Canada. The Toronto case was taken to the Privy Council and the decision, given early in 1925, was that the I.D.I. Act as affecting cases of this kind was ultra vires of the federal Parliament. This was one of several Privy Council decisions narrowing the interpretation of the federal power in respect to labour matters.

Parliament then amended the A to make it apply to disputes with its scope in works which we within the jurisdiction of the fe eral Government, and to disput within its scope in works with the jurisdiction of any provin which, by legislation of the pro ince, were made subject to t provisions of the federal Act. B tween 1925 and 1932, all provinc except Prince Edward Island h enacted laws bringing the I.D Act into force in their respecti jurisdictions.

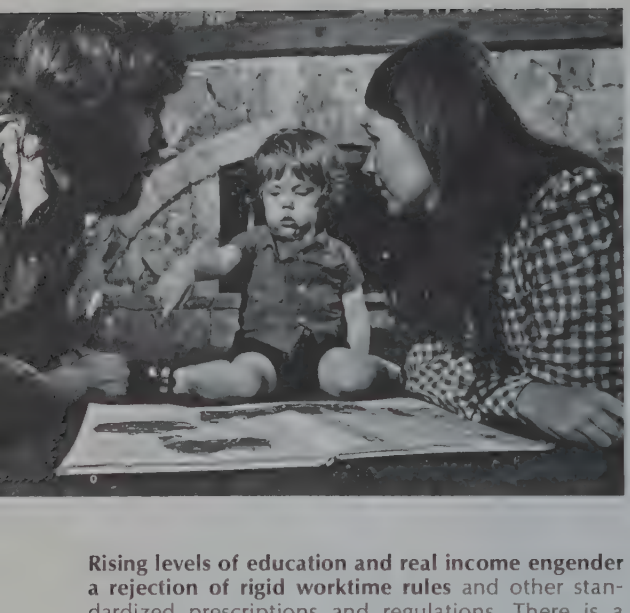
A NEW WORK STYLE FOR THE LIFE STYLE OF THE SEVENTIES

Y GEORGE SANDERSON

Everyone told us flextime was pie in the sky. A few ears ago nobody wanted to hear about it—and now ook!" The observation was made by Gösta Rehn, a wedish expert on manpower problems. "Flextime" short for "flexible working hours," an arrangement hat permits employees to choose—within certain mits—their daily starting and finishing times, as long s they complete the total number of hours required or a given period. Since the idea was first introduced n Germany in 1967, it has swept through most of Vestern Europe and gained converts in Canada—in-luding two federal government departments in Ot-awa, and some 14 companies in Ontario and Que-ec.

The short or compressed workweek has been get-ing most of the publicity, but the flexible workday vill soon outdistance it in the industrial popularity olls," predicts Gordon Harrison, Director of Indus-rial Relations Services for Riddell, Stead and Associ-ates, a Montreal-based management consulting firm. Harrison recently examined flexible hours programs of 12 European corporations, and returned to Canada convinced that such programs will soon sweep North America. He has other reasons to be confident: according to a recent study by his firm, North American companies testing the flexible hours system found that productivity increased by as much as 7 per cent, one-day absenteeism was reduced by 50 per cent, overtime payments declined, morale improved, and lateness ended. Reductions in turnover were also noted, plus an improved ability to recruit personnel.

Heinz Allenspach, Director of the Swiss Employers Association, says that he is personally convinced that **flexible working time is "in tune with modern society and will therefore continue to spread."** It is also an example of industrial democracy at its most basic, because it affirms the individuality of employees. Harrison points out that "younger people aren't buying rigid rules any longer. With flexible hours, people can say with some meaning: 'I can run my own life'." In every case where a poll has been taken after employees experienced flextime, more than 90 per cent favoured its continuance.



Rising levels of education and real income engender a rejection of rigid worktime rules and other standardized prescriptions and regulations. There is a growing tendency in many countries for workers to achieve flexibility through absenteeism and high turnover. This in turn is leading employers to offer more acceptable schedules.

Continuing urbanization creates a need for rearrangement of working time over the course of the day, the week and the year to avoid congestion of public facilities caused by everyone doing the same things at the same times. Large-scale application of free and variable working hours would ease pressure on transportation facilities and save money by making more efficient use of existing roads and public transit. It makes more sense to try to cut the crests of the rush periods rather than to increase the availability of equipment and services—highways, buses, parking lots and subways. Flexible hours would also mean less crowding of elevators in tall buildings, and more spread-out lunch hours with less noon-hour crowding in banks, shops and restaurants.

The expansion of the service sector offers grea possibilities than manufacturing industries for m varied worktime arrangements and, at the same ti it creates more demand for schedules permitting c tomers to be served during their free hours or da Even in manufacturing, the growing importance shiftwork leads to the use of all sorts of specializ time patterns.

Finally, **the growth of the number of women w combine family responsibilities with gainful emplo ment fosters a demand for arrangements like int mittent or part-time work, and flexible worki hours.** The potential of flextime for drawing mo housewives into the labour force is largely respo sible for a growing interest in these schedules amo some European nations that have been experienci severe and long-term labour shortages, and are co cerned about their dependence on imported labou

For workers, **the major benefit of flextime is the r duction in physiological and psychological tensio** that follows from their freedom to make adjustme in the timing of their work. David Bulsch, Personn Manager of Lufthansa German Airlines' North Ame can headquarters, has said of the flexible hours pla "There is less tension, less frustration about getting the office on time. People appreciate the freedom work out their own schedules without even havi to tell anyone when they are coming in or goi home."

Personal needs of a regular nature, such as seeing children off to school, meeting convenient transportation schedules, attending classes, or coinciding workhours with those of a spouse can be met. So can special needs for a particular day of the week—for example, a medical or dental appointment. For commuters it may mean less crowded buses or trains, motorists may escape the rush-hour grip—and reduce their time on the road by as much as 30 per cent—and girls can go shopping after lunch without feeling guilty about taking extra time.

Flexible schedules vary from firm to firm, but generally, **all that's required is that employees complete a certain number of hours each day, week or month, and that they be at work during peak morning and afternoon periods**—for instance, 9:30 a.m. to 11:30 a.m., and 1:30 p.m. to 4:30 p.m. In some organizations, the regular seven or eight hours must be completed every day. In others, employees may arrange to work core time only on any one day, and make up the hours on any other day of the week. Their only concern is to complete the prescribed number of hours by the end of the week.

The most popular system in use in Europe employs flexibility within a working month. In this case, **the employee may "bank" overtime hours during the busy days or weeks** and use the banked hours—that is, take additional time off—in the slack periods. Sometimes, time credits or debits of up to 10 hours may be carried from one month to the next.

Most companies use time clocks or other mechanical devices to keep track of hours worked, and some link control of attendance to modern computer systems. A highly effective time-recording device developed by Flextime Hengstler, Rexdale, Ontario, features small stations near each work area that are activated by individual employee badges. The **clock stations automatically record number of hours worked, and add up credits or debits for each pay period.** The company already has some important customers, including the federal Department of Consumer and Corporate Affairs, Equitable Life Insurance, and Metropolitan Trust. "In 10 years, half the labour force in Canada will be on flexible hours, either with our system or another," predicts Flextime Hengstler Vice-President Earl Rider.

Flextime is most easily applied to employees in the service sector, and it is particularly prevalent among banks, trust companies, insurance firms, and food, cosmetics and equipment manufacturers. It may also be used in assembly line operations where the parts to be assembled are small and thus allow for "interim or buffer stocking" at each point along the line. One member of the chain can stock a certain number of parts to be picked up by the next member when he arrives at work. This method has been tried successfully by the Omega watch company in Switzerland, whose management noticed that flexible scheduling caused a slight drop in production, but a marked improvement in quality—enough to produce a net gain for the company.

Sulzer Frères, Switzerland's largest builder of machines and pumps, solved its toughest problem—how to apply flextime to foundry teams operating large furnaces—by making each team "float" as a group. Team members agree on next day's starting time before leaving work each day. Sulzer had to extend flextime progressively to cover more than 8,000 employees—about 90 per cent of its workforce—in response to pressure from workers on fixed hours once they noticed how the pilot group was enjoying it.

Allen Bradley, of Cambridge, Ontario—manufacturer of electrical motor control equipment—**is the first company in Canada to introduce flexible hours for production workers.** Shop and assembly workers may start any time between 7 a.m. and 8 a.m., break off for a one-hour lunch between 11:30 a.m. and 1 p.m., and depart between 3:30 p.m. and 4:45 p.m., with no change in total hours worked. Variable hours for the company's office staff are 7:45 a.m. to 9 a.m., 11:54 a.m. to 1:24 p.m., and 4 p.m. to 5:15 p.m. The plan was initiated in response to a variety of requests from employees for changes in working hours, and President Keith Rapsey reports extensive benefits in terms of employee relations.

H. A. Simons (International), a consulting firm in Vancouver, allows its employees to work **core hours only**—9 a.m. to 3 p.m.—**on any workday** and to make up the remaining hours on another day that suits them. Simons is trying a pay period of two weeks with a 75-hour work period.

Several Canadian trust companies and insura firms have adopted the flextime concept. More t 1,000 employees at Manufacturers Life Insurance, ronto, have been at liberty since April 30 to start w between 7 a.m. and 10 a.m., and to finish betwee p.m. and 6 p.m. The new "OPTime" scheduling s tem also lets employees choose the length of th workday and the pattern of days off. It was in duced after a questionnaire revealed that comp personnel wanted greater flexibility in arrang working time. "The system is really working out," ports William Lomax, Director of Recruitme **"When people are able to choose their own w hours, they're in a much better frame of mind their job."**

The Department of Consumer and Corporate Affa introduced flexible hours in June 1972 for about employees in its personnel branch. The experimen the first of its kind to be tried by a federal gove ment department—was so successful that it was tended this year to 400 employees in the Depa ment's Bureau of Intellectual Property. They are f to arrive at work any time between 7 a.m. and 9 a.m. and to leave any time between 3:30 p.m. an p.m. Normal working hours for public service e ployees are 8:30 a.m. to 5 p.m. Standard sumr hours are 8:30 a.m. to 4 p.m. The Bureau, includ patents, trademark and copyright sections, de chiefly with the public. If this second test proves su cessful, the program is likely to be extended to ot sections of the Department.

A Consumer and Corporate Affairs spokesman sa that employees engaged in the first test had no o jections to punching a time clock on their arrival work, and that only one out of 42 employees poll had a complaint—the plan was too rigid. An ev uation report on the experiment strongly suppo the flextime idea, because of "social and other be efits gained."

nother group of federal employees on flextime also eep their own daily records of hours worked. The oup comprises 125 persons: secretaries, clerks, engineers, technicians, and computer specialists at the epartment of Communications. They are represented by three unions—the Public Service Alliance f Canada, the Professional Institute of the Public ervice, and the International Brotherhood of Electrial Workers. **The federal Government is now studying the possibility of increasing the number of departments with flexible hours in an attempt to solve ttawa's worsening transportation problems.**

redit for originating the flextime system—also called free and variable" (France), "mobile or dynamic" witzerland), and "gliding time" (Germany)—**is generally given to Messerschmitt-Bolkow-Blohm, a German aerospace firm** that was trying to solve the problem of late arrivals caused by commuting congestion. Messerschmitt adopted flextime as a temporary answer, but decided later that the program was a permanent solution. Other German firms using flextime variations for large segments of their staff include Lufthansa, Siemens, and Volkswagen, and the Ministry of Transport and Communications is trying it out in a pilot program that may be extended to all government employees.

Although a million workers in Germany—including 10 per cent of all federal employees—are on flexible hours, **the most extensive application is in Switzerland,** where an estimated 30 per cent of the industrial labour force enjoys a workweek "a la carte." Apart from these countries, flexible working hours are now operating in Scandinavia, Austria, Italy, Holland, France, Britain, Japan and Australia.

In all these countries, governments have taken a strong interest in what is recognized as a revolutionary development, but nowhere has the discussion been more intense than in France, where a great public debate has centred around the theme of Jacques de Chalendar's book **l'Amenagement du temps.** The noted French sociologist supported flextime in his study for the Government of France, claiming that it increased the freedom of employees without restricting production. He was convinced that **better planning of time would be one of the most important considerations in future labour relations.**

France's cosmetics manufacturer, l'Oréal, is gradually introducing flextime to its 9,000-member workforce, and Italy's giant auto maker, Fiat, has launched a flexible work schedule for about 8,000 white-collar workers at its huge Mirafiori plant in Turin. The new system also includes about 200 blue-collar workers whose duties at Fiat are closer to the office than to the assembly line, but it is generally agreed that widespread application is not yet feasible.

Of the more than 1,000 European companies on flexible working hours, the majority are the most progressive and successful in their fields. Small wonder, then, that interest in the idea is spreading to American concerns, and to U.S. affiliates of European firms like Nestlé, Lufthansa, and Sandoz-Wander.

The primary force behind flexible working hours in Europe, as with compressed workweeks in North America, **is management.** Efficiency is again the major goal, but the efficiency of flextime is based entirely on human resources. Managers see flexible schedules as a means of recouping man-hours or fractions of man-hours that have been lost through erosion rather than through formal agreement.

Flexible working hours are reported to **result in an increase in the ratio of man-hours worked to man-hours paid.** Part of this increase comes from virtual elimination of absenteeism, tardiness, or short periods of unrecorded leave. Under fixed working hours, employees frequently take time off to conduct personal business; but when they are permitted some latitude at the beginning and end of the workday, it has been found that they are willing to use their own time for personal matters.

If, for example, an employee takes time off to see a doctor or get a haircut, he or she will arrange to put in extra time without being asked. The individual who oversleeps, or wakes up with a hangover, and cannot get to work on time does not use illness as an excuse to stay away from work all day; he just comes in later than his usual starting time and stays later. Or he can make up the time the next day or the following week. **Companies with flexible work schedules report a substantial reduction in sick leave.**

Another fact of industrial life is that a company workload does not always coincide with the fix hours of work. This often leads to slack time for er ployees during working hours, and subsequent unavoidable overtime expense for the company. Er ployees on flextime who dislike doing nothing cou **take the day off when work is slack, in return for e tra hours when work is heavy.** Omega in Switzerlar noted a special advantage in the case of secretari whose bosses travelled frequently. When the latt were in the office, the secretaries were required t work longer hours than usual, but when compar executives travelled, there was little to do. Thoug the secretaries received adequate compensatio they still felt uncomfortable sitting at their desk doing nothing during the absence of their bosse Flexible schedules eliminated this problem.

The European experiments have demonstrated th **flextime produces more contented and co-operativ workers,** and fewer on-the-job grievances. Hou worked are also reported to be more productive—b an average of 3 to 5 per cent—resulting in less nee for overtime work. Many firms have found also th **employees on flexible hours require less supervisio** Harrison tells of one large key-punch operation th cut its supervisory staff in half and got higher pr ductivity to boot.

nother interesting discovery is that employees are kely to leave at a natural "stopping point" in their ork, rather than slow down as the end of the work- ay approaches. The Omega watch company reports hat, in the past, when the time came to finish work, he employee stopped by finishing the last watch in ont of him. Now, with flextime, if it is possible to nish the batch in front of him, the worker tends to mplete the whole batch before leaving for the day. e knows he will receive credit for the hours he orks after "normal" quitting time. Thus, **rather than tailing-off in productivity at the end of the work- ay, there is an apparent increase.**

he practice of rigid working hours has neglected ne very important fact: different people have differ- nt efficiency levels, and many individuals have a dif- erent efficiency level from day to day. Some are early sers who prefer to finish their work by mid-after- oon; others prefer a later schedule. Experience has hown that **employees become more dedicated, nore responsible, and more productive if they have choice as to when they can best perform their work ather than be switched on and off like machines.** lextime permits them to adjust the working day to heir own inherent rhythm, and to do the major part f their work during the hours in which they function nost effectively. Once they have found their partic- ular rhythm, most employees tend to stick to a cer- ain schedule that seldom varies more than 15 min- utes.

Manpower experts say that a prime achievement of flextime is that it **gives workers an increased feeling of responsibility.** Harrison believes that employees who are allowed some control over their working lives are more highly motivated to meet the needs of their organization than employees who are too tightly controlled. Some supervisors, however, resent the loss of authority over the starting and finishing times of employees. They view this loss of control as a threat to their particular position, and they don't feel as needed.

Time clocks and time records are viewed by some observers as the antithesis of democracy in the workplace. These observers contend that time clocks are symbols of control, and therefore negative motivators; but there is no evidence to bear out this contention. In some firms, the argument against time recording has been countered by including senior executives in the system. Another drawback of flexible schedules is that **not all of a company's employees can participate. Those excluded may feel some resentment.** Flextime also reduces the distinction between executives and professional workers (who have always been somewhat flexible in their working time) and other white-collar employees. Some managers resent the erasure of this time-honoured difference.

Because fixed hours may be reduced to as few as four or five in a day, informal communication becomes less flexible. Scheduling meetings, telephoning colleagues, and arranging discussions during the central time period of the day presents no great difficulty when one anticipates such meetings; but, when situations arise suddenly or spontaneously, there is less flexibility.

Having a particular worker available at any time outside core time is another problem. Difficulties may arise with jobs that require constant staffing—for example janitors, phone operators, and security guards. It is usually possible, however, for employees to make arrangements among themselves to ensure continuity. Costs of hardware, and administration of time-recording systems and extra utilities because of extended hours must also be weighed by firms contemplating flexible schedules.

Flextime requires more delegation of responsibility. As a unit may be without a particular supervisor at any time outside core time, it becomes essential to organize in such a way that his or her duties can be handled by someone else. This leads to an expanded area of responsibility for the individual supervisor.

For most of the firms that have tried it, flextime presents a few problems, but none serious enough to deter other firms in the same line of business from contemplating its adoption. Nevertheless **laws and collective agreements in Canada continue, for the most part, to set rather narrow limits for variations from the norm.** Contractual provisions for overtime pay after eight hours work a day, or after 40 hours a week, would restrict the scope of flexible, European,-style schedules.

Such programs are so new to Canada that **unions have not yet formulated a policy on flextime.** A spokesman for the Public Service Alliance of Canada, for instance, said that his union favours a cautious approach to the flexible workday. "The next two years should be interesting in terms of employee reactions," he commented. To date, the **unions appear to be more interested in reducing rather than redistributing working time,** but Harrison thinks that their response to flexible schedules might be positive, because there are so many advantages for workers.

In Germany, the principle trade union federatio Deutscher Gewerkschaftsbund (DGB), would pref to achieve flexibility through six weeks annual vac tion, some of which would be available in small se ments. The DGB fears that recent progress towa eradicating the distinction between blue-collar ar white-collar workers would be undermined by fle ible schedules that could not be applied to all pr duction workers. The German Union of Administra tive Employees, however, has established guidelin for the introduction of "gleitende arbeitzeit" (glidi working time). The guidelines specify that overtim requested by the employer be compensated at pr mium rates, that time-recording systems be installe only when other systems have proved unworkabl and that everyone participate in the same system.

Legislation and collective bargaining agreements i many European countries pose fewer obstacles tha in Canada to experimenting with new arrangement in working time. Introducing a similar degree of free dom in the Canadian environment would not neces sarily lead to a sudden rush to the flextime concep The latter requires extensive testing and planning be fore it can be generally applied, but **labour legisla tion should itself be flexible enough to allow the re search and testing to take place.** Naturally, thi freedom to experiment cannot be unlimited; the bes compromise must be found between individua wishes and the social, technical and economic re quirements behind existing rules and regulations. Bu **the time has come to move the point of compromis in the direction of greater freedom.** As an editorial i **The Vancouver Province** put it: "Is there any justifi cation, other than traditional habits, in having people work when their employers want them to, rathe than when they want to work themselves?"

HOW TO SELECT AND USE THE CREATIVE INDIVIDUAL IN MANAGEMENT

Y RICHARD MESNARD

lark Twain was fond of telling ie story about the famous gen-ral, who had died and gone to eaven. When St. Peter asked him vhat he would like to do, the gen-ral said, "I would like to meet the reatest general of all time." Surely," said St. Peter, "He's anding right over there." "Why, I now that man!" explained the eneral. "He's from my village— ut he's not a general! He's only ie town baker!" "Ah, yes," said t. Peter, "but if he had chosen the ilitary as a career, he would have een the greatest general of all ime."

Much has been said in management journals recently about **the creative individual** and his potential. What and who is he? **Does he have a place in management?** How best **can we exploit his creative talents** on the job at hand?

Ten years ago, Dr. Sherman H. Peres, an industrial psychologist in the United States, conducted a study to classify the American aerospace engineering employee. At the beginning of the study, he had categorized 32 different types of working personalities, but he immediately rejected this number as being too large. After distilling the 32 types to more manageable proportions, he discovered to his surprise that he had isolated only two different types as being the most basic individuals in the industry, and he subsequently labelled them the "maintenance seeker" and the "motivation seeker."

Now, the term **"maintenance seeker"** doesn't refer to those who pursue building upkeep as a profession. It refers to **those who work only to maintain themselves and their families in an ever-bettering way of life. "Motivation seeker"** refers to **those who pursue their creative talents,** who are basically **motivated by the job at hand, and who have latent talents for the execution of any job they are given.** Peres typed both kinds of employees and came up with the following traits:

The "maintenance seeker" thinks of the job exclusively in terms of salary, supervision, working conditions, status and its trappings, job security, company policies and administration, and fellow employees. The "motivation seeker" thinks of the job in terms of the work itself, achievement on the job, (work finished, problems solved, ideas proved correct) responsibility and the freedom to work with little or no supervision, advancement only through work accomplished, and recognition by way of notice or praise or blame in connection with the work completed.

Peres observed in his study that **only about 4 per cent** of the management in aerospace **were motivation seekers. The other 96 per cent were maintenance seekers.** Why this? Simple. The maintenance seekers, with job security at stake, are very responsive to management, learn how to exploit the work output of the creative thinkers to their own good, spend a great deal of time on the job promoting themselves, and tend to promote their own kind into the management hierarchy.

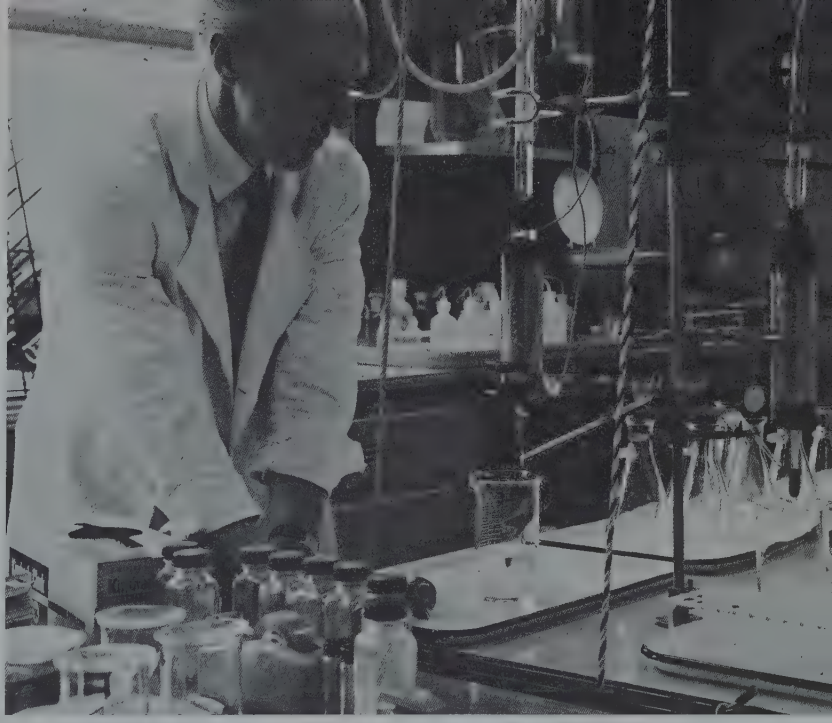
And what of the creative motivation seekers while all this is going on? Well, they are their own worst enemies. They love the job, and enjoy being exploited in the performing of it. They don't really look forward to getting into management, for it might take th away from the job at hand, wh they would much rather do. **Th blithely and naively believe t they will get recognition**—not n essarily more money, but perso kudos—**for the excellence of work they do. Not so!** The ma tenance-type manager wou never promote a man who ca be replaced in the work he doing; further, he wouldn't wa him in the "management clu because he doesn't "understan him, and he doesn't recognize h as management material. Thus, **are denied the creative talent th dedicated, resourceful, motivat persons can bring to manag ment**—and that's a shame!

While Peres was putting togeth his study, the American space p gram was just getting off t launching pad. Suddenly the c was out for aerospace engineers come join a new approach to e gineering. We were out to cc quer new vistas; to design in

ea that had never been touched efore; to venture into environents whose hazards we could nly guess at; to risk our reputaons on a flip of the coin; to reach r the stars and hope to clutch e Moon. So—**who did we attract om the industry?** Well, not the curity-conscious maintenance pes, who were well bedded own in their prosaic nooks and annies. No, we attracted the movation seekers—**the creative pes we sorely needed to plot nd plan our way into outer pace.**

ut, suddenly, the dilemma. How make a working team out of a umber of individualistic prima onnas? When their wants and esires were finally known, it was asy. They weren't looking for the sual goals of a better office, sectarial service, and more money. **hey wanted to be recognized.** hus, it was easy to assign each an a particular job—Mr. Power ource, Mr. Altitude Control, for xample—and assure him that anying that happened in his area as his responsibility, and his one. They took hold, and they rmed a camaraderie that saw me of the most excruciating mes in the early space program hrough to the successes with hich we are, now, all familiar.

ut the inevitable was bound to appen. Sooner, or later, the creave individual must be promoted nto management. Well, he has reative talent, doesn't he? Does e carry this talent into the mangement field? He does not. He ies to carry the new yoke of



management responsibility while continuing to perform his previous chores. He will not delegate authority. He loves creating, and he will continue to create in his old job, letting his management chores go by the board, if necessary. It is for this reason that so **many maintenance types continually say that creative types don't make good managers.** And, consequently, all of industry suffers from a lack of good, creative talent.

What, then, is the solution? Top management should look over its staff to determine which employees are creative and, therefore, able to contribute creative ideas to the management of the operation. **Any industry is a competitive industry, and needs good, creative talent** to further its competitive status. Having chosen the individuals that meet the creative test, management should school them in its techniques, convince them that their talents are needed by management, assure them that they will contribute more through management than they can at their desks, and then send them off for management schooling in some local college where they can be fired with the challenge of management.

Next, management must make sure that these creative employees don't try to slip back into their previous jobs. **They must be shown how to delegate, so that they will be free to use their creative talents on the management problems at hand.** Should the prospective creative manager resist this training approach, then he should be left where he is; he will be happier, and a good producer in the job at which he is working. But remember to give him the recognition he so desperately seeks. He will be motivated by that alone, and dig into the next job with even more enthusiasm.

How can top management recognize the creative employee? The summary appended to this article lists the characteristics of the creative and maintenance types. The search for the creative individual will turn up twice as many of the maintenance type, for it is estimated that, at most, only one third of the workforce really has any creative talent to offer.

If you are a manager who has been thinking of promoting "that nice young man who always says the right things," you're courting a maintenance type. If you've got a brash employee, who continually derides management practices, who always manages to criticize the one weak point in your management policies, who seems to court disaster by his blatant statements in your most intimate meetings, who comes up with the brightest ideas (but in the most damnable ways), you've got yourself a well-motivated, creative type. Don't shun him; get him into your office and ask him to help you with a particular problem. Then listen while he tells you what's wrong with your approach, and how to correct it. Never mind his attitude. Listen to what he says.

And remember: He's not looking for a raise, a new home, that little sports car, or a vacation in Spain. He wants personal recognition for anything he gives you. Don't tempt him with a new office, a private secretary, or a private parking slot. Don't make the mistake of judging him by the desires of the maintenance type. Publish his plan under his name. Send him to conferences, making sure that he (by name) represents your company. Take these steps and you will have an employee who will work any hours necessary to get a job done, and with no overtime. He will be dedicated to the company—not for personal gain, but because he has found **personal satisfaction in a job that gives him the chance to be somebody.**

The **Maintenance Type** is motivated by the nature of the environment. His characteristics are: (1) chronic and heightened dissatisfaction with various aspects of the job—salary, status, supervision, working conditions, job security, company policy, and respect from fellow employees; (2) overreaction in satisfaction with improvement in maintenance factors; (3) short duration of satisfaction with improvement in maintenance factors; (4) overreaction in dissatisfaction when maintenance factors not improved; (5) realizes little satisfaction from his own accomplishment; (6) shows little interest in the kind and quality of the work that he does; (7) does not profit professionally from the work he does; (8) deeply cynical regarding positive virtues of work and life in general; and (9) prone to cultural noises ("ultraliberal," "ultraconservative"), preferring to parrot management philosophies and acting more like top management than top management.

The **Creative Type** is motivated
the nature of the task at hand. H
characteristics are: (1) high tol
ance for poor maintenance fa
tors; (2) little or no reaction to i
provement in mainenance facto
(3) mildly discontent when ma
tenance factors need improv
ment; (4) indifferent toward i
provement in maintenan
factors; (5) great satisfaction fro
accomplishments; (6) great capa
ity to enjoy the work he does; (
profits tremendously from eve
job experience encountered; (
very positive feelings toward H
work and life in general; and (
beliefs are sincere and undaunte

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design of the next major Canadi
domestic satellite, to be launch
late in 1975. He was Spacecra
Project Engineer on the ear
Ranger Lunar series of unmanne
probes, and he shared in the d
velopment of the United Stat
Ranger and Surveyor progran
leading to the first U.S. unmanne
exploration of the moon.

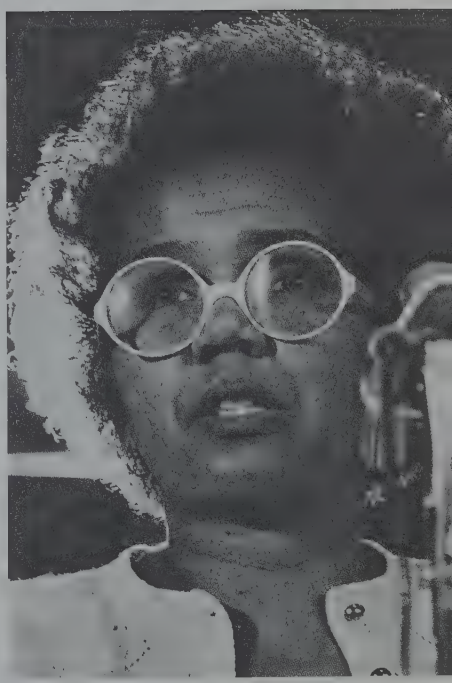
The foregoing article has bee
adapted from an address to th
spring 1973 meeting of the Can
dian Institute of Management, O
tawa Valley Branch. The opinio
expressed are those of the autho
and do not necessarily reflect th
views or policies of the Canad
Department of Labour.)

UNDER FIRE: ADVISORY COUNCIL ON THE STATUS OF WOMEN

BONNIE CAMPBELL

e Advisory Council on the atus of Women—only months d—has already stood its first fire, d taken a strong stand on a mber of current issues in the ld of women's rights. The first tack came from the conference **Women for Political Action** VPA), held in Toronto last June. ne women attending the confer- ce consisted mainly of those omen who would seem to have made it": members of provincial arliament, alderwomen, execu- ve party members, past candi- ates of federal, provincial and unicipal elections, board of edu- tion trustees, executive mem- ers of the Status of Women ouncils, and members of Boards Trade and university faculties.

Politician and feminist **Rosemary Brown,** in an opening address to the conference, **said that she has no patience with successful women who say they have "made it" in spite of their sex.** Calling for united action she continued: "We are all women together and that's what counts. I believe that we must have a commitment to a feminist movement, for feminists work with women of other philosophies and walks of life; if we pool our talents and resources, we will draw strength from each other . . . until all of us have it made, none of us have made it." In the last provincial election, Brown, a former social worker and ombudsman for the British Columbia Status of Women Council, won a seat as MLA for the riding of Vancouver-Burrard.



Rosemary Brown

Brown, as a black woman "making it" in Canadian politics stated bluntly that, "to be black is to be doubly dismissed, but nobody is a victim if they refuse to be made one. We've inherited so much from the struggle and suffering of other women who fought to make the world better for us. We can't sit back and pull our organdy dresses around our knees and say, 'It's too dirty out there for a nice lady like me'."

Ester Greenglass, a psychology professor at York University described **the Advisory Council as "a political manoeuvre to get us off their backs."** Other major complaints were that seven of the members were appointed to the Council for one year, while the other 21 were appointed for two- and three-year terms and that the Council did not report direct to Parliament as recommended by The Royal Commission on the Status of Women. There was a consensus that it was only the more radical members who had been appointed for the one-year term.

Rita Tate of Toronto called the Council **"another way for the Government to pass the buck.** The grievances and recommendations outlined in the Royal Commission Report on the Status of Women are clearly stated; it's now time for the Government to act on the recommendations of its own Commission."

Joan Wallace, President of the British Columbia Status of Women Council, and a one-year appointee to the federal Council, responded that **"if it's a delaying tactic, and I have a strong suspicion it is,** we'll **try to change it** —the Council—and to give it a different objective." She went on to say, "If I find it's a waste of time, then I'll resign."

One delegate, speaking over a jeering crowd, outlined some of the more positive aspects. She believed it **advantageous for the Council to report to a Minister rather than to Parliament** and noted that not only was it a research council, but also an "action" council. The Council should not be criticized now, but later when its work can be reviewed on the basis of the concrete changes it has brought about during the year, she said. The Conference approved a resolution:

"That the Federal Advisory Council on the Status of Women, in the light of the Royal Commission report, is redundant, and the Conference particularly recommends that its effectiveness will depend on its being more representative of women in Canada and that these women have demonstrated their concern with women's rights; the Conference also recommends that the Council be given specific terms of reference and an adequate budget."

Katie Cooke

The Council, consisting of women and two men (LG, July, 452), is chaired by **Dr. Katherine Cooke,** a sociologist currently leave from the Department of R gional and Economic Expansio The complaints and questions th had been raised at the Conferen were subsequently raised wi Cooke. She stated that the Cou cil's priorities are, **"to look at t current state of implementation the status of women recomme dations, to gather public suppo and to increase the public awareness of the plight women."** (As proposed in the R port of the Royal Commission the Status of Women (Recor mendation 166), the Federal Stat of Women Council would ha been responsible to Parliamer advising on matters pertaining women, and proposing legislatic to improve the status of women.)

The Advisory Council, which reports to Labour Minister John Munro, **has been given the following terms of reference:** to advise and consult on matters pertaining to women and to report annually on the progress being made to improve the status of women in Canada; to suggest research topics that can be carried out by governments, private business, universities and voluntary associations; to establish programs to correct attitudes and prejudices adversely affecting the status of women; to systematically consult with women's bureaux or similar provincial organizations, and with voluntary associations particularly concerned with the problems of women; and to maintain liaison with the United Nations Commission and such other national and international organizations as may be relevant.

Two professors of public administration **at Carleton University,** Richard Van Loon and Michael Whittington, **have criticized such councils as being token bodies,** set up by the Government, not to get inputs but rather to explain form policies on which the Government has already settled. **Many interest groups are not anxious to serve on advisory committees because they lose their right to criticize government policy."**

Cooke, asked to comment on this, replied, "I believe that **the Advisory Council is a constructive step for women in Canada and not an act of tokenism** by government officials. **I am confident that women's issues are being taken seriously by the Government.** She stated that the Council acts as a pressure group, but because "we have a direct line of communication with the highest level of Government, we have more influence than other women's groups. The Council will be able to work through all government departments, for the Minister will present his case on our behalf and all the departments may act on his suggestions."

Cooke, asked to respond to Women for Political Action's criticism that the Council had been given too broad a mandate, replied that "we have more power with the present broad terms of reference; it allows us more areas to investigate and allows us more freedom in the area we wish to take action on."

Among the priority items on the Council's agenda, Cooke named the establishment of human rights commissions at the federal, provincial and territorial levels of government, with the possibility of using class action as a tool to effect changes in human rights; the inclusion of pensions for housewives in the Canada Pension Plan; and changes in federal citizenship and divorce legislation; the Council wants a reduction to one year of the three-year separation period and more equitable distribution of property rights; and amendments to the Citizenship Act to remove sex discrimination, including the resumption of citizenship for those Canadian women who, before changes to the act in 1947, lost their citizenship on marriage to an alien.

The Council also proposes to explore and make recommendations on child care facilities in the country and on "women's aid" services that are not available to the women who need them most.

"Government action is needed that will ensure that women are adequately represented on federal Council's, commissions, boards and crown corporations," Cooke continued. "We also want to see more women in senior government positions and we want Government to upgrade certain positions presently held by women, specifically, the position of Director of the Women's Bureau in the Canada Department of Labour to the status of senior executive.

Albanie Morin, Shirley Goendry, Doris Anderson, Catherine Warren

The Council will also **encourage legislation to open up the lines of career advancement for secretaries and clerical workers** and to abolish "rug-ranking"—where a secretary is paid according to the status of her boss, rather than the job performed.

Just recently, one of the largest occupational groups in the federal public service—and one that is mainly women—**The Association of Public Service Secretaries,** made up of women from the clerical and stenographic categories, **presented a brief to several government officials, one of whom was Treasury Board President C. M. Drury.** The brief outlined 21 specific recommendations for improving the career lines of secretaries; these included better training, including bilingual training, more mobility and more opportunities for promotion. Drury responded that "I understand what you mean but I don't think it would work. You know, a man at a certain level is entitled to a certain size of desk, bookcase, and a typewriter and secretary. I don't like to refer to a girl as a chattel, but in fact, she comes along the same way."

Cooke stated also that there must be some type of target system so that women will be represented at the senior executive levels of government. "The Government must become a model employer, acting as an example to the private sector. There should be some type of quota, whereby a certain percentage of women are represented at the senior levels."

Claude Edwards, President of t Public Service Alliance, **does n support the quota system f women in the public service,** think that if a woman wants make it, she can; a quota is a rect insult to any woman's inte gence; a woman hired on a quo basis might prove to be incomp tent, for she was hired becau she was a woman and not becau of her abilities, or, if a 30-per-ce quota for women was set, and all 30 per cent of these positio were filled, a qualified woma might come along and not hired. I do feel, however, that w must open up the career lines women by having more wom involved in the career manag ment programs."

e Ontario government's Green per, **"Equal Opportunity for men in Ontario: A Plan for Ac- n,"** does not support the idea of ting up quotas to increase the mber of women in the middle d senior ranks of the public ser- e, favouring instead an Equal portunity Program. Various er commissions and studies ve documented the "discri- natory practices" of the public vice towards the hiring of men.

e of the most recent studies, **he Biography of an Institution, e Civil Service Commission of nada," 1908-1967,** by Hodgetts al., puts forward the thesis that federal Government **has never fact had a traditional merit sys- n,** although for some minorities, Government has become a odel employer. "The present ve toward bilingualism in the blic service and the incorpora- n of veteran's preference indi- e a definite recognition of the itations of the traditional merit stem, which has previously been nored." The extension of this cognition to other groups has t yet come about," **for women ve been treated in a positively criminatory fashion. The basis this discrimination has been a nple acceptance on the part of vernment of the prevailing equalities of the society at ge."** Based on various reports of public service commission, wever, Hodgetts indicates that role of government as a model ployer might extend into other neres, "such as the employment women, for the Government is ming to realize that equal treat- nt is not necessarily equitable atment."

The Public Service Commission's Annual Report outlined the means by which it is trying to implement the Royal Commission's call for equitable treatment. **There has been a directed effort to increase the number of women participants in the Career Assignment Program (CAP).** There has also been the creation of the Office of Equal Opportunities for Women, directed by the Bureau of Staff Development and Training, which identifies public servants in middle management having the potential for advancement. They are given an intensive development course followed by a series of assignments, designed to provide them with the knowledge and skills required for senior executive positions.

Although Cooke wants more women to be involved in the Career Assignment Program, to date, women have not been adequately represented; in 1972, out of 92 participants, only 10 were women. One woman in the middle management category stated that she had to turn down the opportunity to go on CAP, as "it is a 12-week residential course and I am unable to leave my family for this length of time." She stated that inequalities do in fact exist, at this level. "When the director left for his holidays, he left a memo outlining those who would be in charge during his absence. My name was not on the list although I had the highest classification and the most seniority of anyone in the branch. I have brought this to the attention of the women in charge of equal opportunities in the department, but as yet, no action has been taken."

At the executive level the statistical picture looks gloomy; in 1972, there was the appointment of two women to the executive category, raising the total to three. There are more than 700 positions in this category. The Commission has also identified 36 management levels as equivalent to positions in the executive category. Women are represented in ten of these groups; with 29 out of 752, or 3.9 per cent of the positions, held by females. The remaining 26 occupational groups, accounting for 684 positions, are staffed entirely by males at these levels. "While the number of women in these positions has risen since 1970," Cooke said, "the Council believes the increase has been little more than window dressing."

One of the major tasks of the Advisory Council will be to ensure that the Government does become a model employer for women in the public service. But at present the statistics can be interpreted as further evidence to substantiate Rosemary Brown's statement, "according to my criteria, no women have made it."

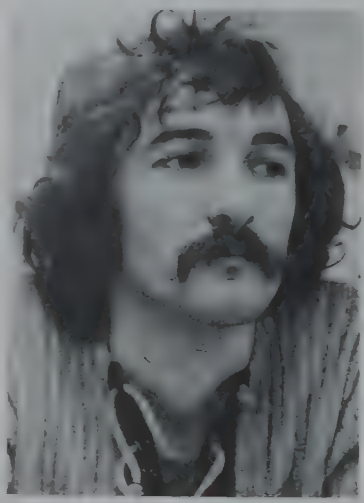
THE STATE OF LABOUR RELATIONS IN LA BELLE PROVINCE

BY JACQUES FLEURY

Labour relations in the Province of Quebec have deteriorated markedly over the past few years **and an increasingly tense situation seems inevitable.** We should therefore speak more of a provisional and fragile truce than of a durable consensus among the main actors in the industrial relations scene.

This is one of the facts which Bernard Solasse, sociologist and professor in the Department of Industrial Relations at Laval University, **told a recent convention** dealing with the politization of labour relations.

The situation has deteriorated to the point where the parties no longer speak the same language. It is a dialogue of the deaf.



"Their aspirations and visions the society to be built are compatible," explains the socio gist. "When the CNTU, the QFL the QTC speak in favour of a cialist or autonomous society, when they criticize the pres system, they express opinic which are at variance with th of management and the govern majority."

The same opposition of ideas is be found with regard to what called in the Province of Quet "the national question," in oth words the organization and op ation of the State.

neither party holds the key to its own survival. Each must evolve through bargaining and compromise, even if they do not share the same interests or objectives.

There are always compromises in practice," explains Solasse, **"because a society purely in a state of conflict, would lead to anarchy.** If, on the one hand, there is incompatibility of ideological positions, there are, on the other hand, collective agreements that are being signed, decrees which are being applied somehow or other.

The increasingly radical ideology of Quebec trade unionism is not merely a matter of vocabulary. Solasse notes in fact that by their actual behaviour and their strategies, the trade union organizations tend to call in question the logic of the industrial relations system, and beyond that, of society itself. Along this line, the labour disputes grow worse and it is becoming increasingly difficult to find the proper solution.

It is relatively easy to see that **the leaders of the central labour bodies and the management representatives no longer speak the same language.** However, it is difficult to understand how and why the two parties have arrived at their respective positions.

Certain observers conclude that this unrest is due solely to union leaders and their advisers. "The explanation is simplistic and false," states our interlocutor.

In Solasse's opinion, the politization of trade unionism in the Province of Quebec is increasingly due to the action of militants. "I do not say the action of all militants, but of groups of militants who are becoming more and more aware of the limits of traditional trade union action, centered on the negotiation of collective labour agreements, and who want to change society," he states.

Union representatives encourage this awareness, but the themes they develop and their invitations to action would undoubtedly be of no use if an increasing number of militants and union members did not **rediscover their aspirations.**

To the old demands concerning wages and job security are added today other demands concerning consumer protection, economic growth and development, or still what J. K. Galbraith calls "the quality of life."

Besides those demands which cannot be satisfied by the present system of industrial relations, there is finally another series of demands related this time to the participation of workers in managerial decision making.

Solasse states that a growing number of the rank-and-file want to participate in this process. And this brings a new element to the situation. Moreover, this type of demand is not only made by trade union organizations but more and more by a growing number of movements or social groups. In all cases, through these demands society, as well as its social and political order, are being challenged.

It is no longer only ideologies but behaviours which again call in question the logic of the industrial relations system. Trade union action goes beyond the framework of the industrial relations system.

After reminding us that collective bargaining and its outcome, the collective agreement, enables the parties at the most to settle wage and seniority matters, Solasse points out:

"The negotiable area is within strict limits, where access to decisional power is excluded. **The collective agreement does not enable professionals and newspapermen,** for instance, **to exercise full control of information** and its distribution, something which they are asking for."

The same goes for teachers. Their collective agreements give them neither the control of programs, nor that of the marking system which, nevertheless, are matters under their responsibility. Thus, in no way does the collective agreement make the union the associate, or all the more so, the equal of the employer in the matter of the basic decisions of the undertaking.

This was pointed out by Mr. Jean Marchand who was then president of the CNTU. "North American workers," said Mr. Marchand, "are foreigners in the firms where they work ... Economic activity is a game preserve from which they are systematically excluded."

Solasse feels that the most progressive firms resort daily to the expedients of psycho-sociology, "manipulating consciences and motivations." This situation adds estrangement to conflict and tension.

"The development of this radical ideology has been accomplished progressively," he continued. **"In the first phase, the trade union movement merely repeated** with emphasis **the main themes** inherited from the Quiet Revolution: masters at home, social democracy, economic development, democratization of teaching ... **In a second phase, it was disappointed by the results** and became more extreme, at least in its criticism of the establishment."

With regard to **the present situation,** it seems that criticism **has changed into open confrontation and hostility,** the disputes in the public and parapublic sectors only making matters worse. "It also seems to me," said Mr. Solasse, "that the direction that the CNTU, QFL and QTC are taking is increasingly favourable to nationalistic themes. Everything is going on as if this matter were already solved, and this is an erroneous assessment of the present situation".

Solasse notes that on the one hand the trade union movement, except for a current represented at the QFL by the Steelworkers' Union, intends to keep aloof from any political party, and that on the other hand, the Quebec trade union movement is redefining its direction, especially its political trends. Thus, the Quebec trade union movement has not yet established any coherent strategy, since the common fronts merely represent opposition to the establishment. In Solasse's opinion, the next step should be to define the kind of political action aimed at gaining power. This is the time when the difficult question of relations between unions and parties will come up.

In his opinion, the trade uni movement could decide in fav of permanent confrontation wh ever party is in power, or it co support one of the political p ties, probably the Parti Québec since the NDP has no strong fo hold in the Province of Québec third hypothesis is that the tra union movement could create entirely new political party th would seek, at least at the outs to reflect and express the mo ment's aspirations. Each of the possible options now has its su porters and its adversaries, whi undoubtedly explains the cauti with which these questions a being considered.

"No one knows how this dilemr will finally be resolved," states S lasse. There are too many inta gible factors in the way: the evol tion of the political situation the Province of Quebec and Ca ada, the strategy of the opposi political parties, especially that the PQ. In his concluding remar the Laval sociologist declared th "the politization of the Queb trade union movement constitut an irreversible phenomenon ar that the trade union movement becoming a political force wi which governments shou reckon."

(Jacques Fleury, from Granb Québec, studied journalism Carleton University in Ottawa ar served as a journalist at **La Voix d L'Est,** Granby, and as a contribut to **Dimanche Matin** and sever other newspapers. He has been c the staff of **La Gazette du Trava** for the past few months.)

THE WORKING PAPER ON SOCIAL SECURITY: THE SYSTEM UNDER SCRUTINY

Canada's present social security system is one of the most advanced in the Western World—but it's time to innovate, to make the major changes that are manifestly held by Canadians to be of high social priority," asserts the Working Paper on Social Security in Canada, recently released by the federal Government. Two proposals the Government would like to see implemented "as soon as possible" involve: (1) a substantial increase in family and youth allowances; and (2) amendment of the Canada Pension Plan to increase the year's maximum pensions payable, and to remove, or at least raise, the present ceiling on the escalation of pension benefits.

The Working Paper was prepared by the government's contribution to a joint federal-provincial review, which began in April 1973, of Canada's total social security system. The implementation of any new approach will be dependent upon a "reasonable consensus between federal and provincial governments," but it has been agreed that the review should be completed within two years, and that it should be regarded as the beginning of a three- to five-year process during which new approaches would be developed and gradually implemented.

The Working Paper declares that the central objective of social security in Canada is an acceptable basic income, whether from employment, if a person is able to work, or through pensions or allowances, if unable or not expected to work; the focal point of the study is how best to achieve this income security for all Canadians.

Postulating that **income security programs,** to be successful, **must be based on community attitudes and values,** the paper's approach to social security is based on the government's conception of those values. These are: **Independence** or self-dependence—Canadians expect to meet their own needs through their own efforts, and expect others to do their best to do the same;

Interdependence—Canadians hold that man has a responsibility to his fellow men, a social ethic deeply rooted in Canada's cultural traditions, and based on the need, in frontier times, to rely on one another for survival.

The paper points out that, if there is disagreement over whether these values are commonly held by Canadians, such disagreement should be discussed and resolved. "Otherwise, what might appear to be differences of opinion over the social security system may well turn out to be differences of view as to what Canadians believe," leading to a different social security structure.

Fairness or equity is another value commonly held by Canadians: that the fruits of economic growth should be fairly distributed. **"We doubt very much that Canadians believe that the lazy should appropriate more than their fair share of the increases in leisure,** any more than they believe that the powerful should appropriate more than their fair share of the increases in income."

The ideal social security system, then, would be one that reflected these values. For those of working age and able to work, there would be employment at a living wage, with income supplements to meet the cost of child-raising in families whose income fell at or near the minimum wage. To meet contingencies, temporary unemployment, sickness, injury and disability and to provide for retirement, there would be a public or social insurance plan to provide for basic needs, with private insurance also available to meet further needs. Universal hospital and medical insurance plans would be established by the state.

If someone failed to receive an adequate income through employment or income from savings, additional support measures would be available, associated with social and employment services to assist those who were able to return to work. There would also be special and institutional services such as nursing homes or child care facilities.

To some extent, Canada has already built a social security system that meets this "simplistic model." **The system, however, has serious deficiencies** that become apparent, the Working Paper concludes, "when one looks at how it affects individual Canadians." The major deficiencies in the present system are as follows.

The first deficiency arises from the assumption that Canada can, at any and every point in time, **expect to achieve full employment,** with regional and sectoral economic policies expected to overcome the economic disadvantages of industries and regions.

Another example of the mistake in believing that general economic policies are capable of providing everyone with "income through employment" **is to be found "in the manifest inability of industry always to grow at exactly the right rate to absorb increases in the labour force.** If there is a sudd surge in the numbers of you people leaving school, or an unp pected increase in the numbers married women who seek e ployment outside the home, takes time for the private ec omy to adjust, and to provide jobs that are required." Thus, s cial employment measures will required to supplement gene economic policies, and such m sures should be looked upon a basic element of the social sec ity system.

A second major deficiency where the employment income not adequate to meet the famil needs. Where the breadwinner working at or near the minimu wage, he or she will not ha enough to support more than c or two children. "In many cas the family would actually be b ter off if the breadwinner were quit his or her job and go on cial assistance, for the social sistance levels for couples w two or more children are higher most provinces than the minimu

wge in those provinces." And were the working spouse holds rt-time or intermittent jobs, or is if-employed with low earnings, cial assistance may not be avail-le, and for others—the inter-ittently unemployed—it may not b acceptable because of the sma attached.

Te third deficiency is that often tere is too little incentive to get o social assistance. In most prov-ices, one loses nearly $1 of social al for every $1 of income from ployment. The social security stem is doubly biased against rothers who are widowed or sep-ated and have dependent chil-en; there is little incentive for em to seek employment outside e home, and the lack of child re facilities, as well, creates diffi-ulties should they seek employ-ent.

A fourth deficiency arises from te variety of assistance available t families with similar needs but i differing circumstances. The orking Paper details the income uation, including family allow-ces, of a family with three chil-en, ages 6, 10 and 15, in one ovince: "if the working spouse is orking at the minimum wage, e family income would be ,008; if he were undergoing aining and receiving Manpower aining Allowances, the family come would be $4,620 and if the orking spouse were receiving the erage compensation under a Lo-l Initiative Project, the family in-ome would be $5,308 on an an-ual basis."

Consider this "patchwork quilt" of programs—and the lack of co-operation in their development and administration and the maze of authorities people are confronted with—**"Somehow the poor citizen is expected to co-ordinate all of these bureaucracies** if he is to resolve the problems with which he is confronted—a degree of co-ordination which even the governments themselves have been unable to achieve . . ." On top of the indignity of dealing with so many agencies, there is the additional indignity that has come to be associated with social assistance . . . What is sought is an income security system that is humane from the point of view of the needy, and not simply lax or overgenerous from the point of view of the taxpayer.

And the system must be re-constructed to prevent abuses; that is, reflect the values of independence, inter-dependence and fairness.

Based on what the Working Paper sees as the principal deficiencies of the present system, and in line with current views on the ideal social security system, **five strategies are put forward for the coming discussions, along with a number of propositions** on how these strategies may be implemented.

The first strategy is **an "employment strategy" to provide particular groups of people with job opportunities,** using more specific and selective measures that are found in current economic policies. There are three propositions for consideration in attempting to develop this new employment strategy.

Proposition 1: That the income security system should remove any disincentives which may exist to discourage people who are on social assistance from taking advantage of the training and employment opportunities available to them, and thus from becoming wholly self-dependent. It should also take care to eliminate any incentive that may now exist for people to shift from employment to social assistance, by reason of the higher benefits that might thus be obtained.

Proposition 2: That governments should do a better job of finding employment in the general labour market for people who have been unemployed for an extended period of time, and of helping them to equip themselves for such employment.

Proposition 3: That as a means of meeting social needs that are now neglected or inadequately met, governments should consider the establishment of a community employment program. Its purpose would be to provide socially useful employment to people who have been unemployed for an extended period of time, either by reason of the lack of jobs in the areas in which they might reasonably be expected to look for work, or by reason of the "employability" of the people concerned.

Second is a social insurance strategy that would continue to meet temporary losses of employment income and make provision for retirement through social insurance plans, supplemented by private plans. Under Proposition 4, the shapers of a new program will be asked to consider amendments to the Canada Pension Plan, including the recommendations of the Royal Commission on the Status of Women concerning the equal treatment of men and women who are participating in the CPP, and coverage for spouses at home.

Proposition 4: That government should continue to encourage people to save to meet the contingencies of life, and to provide for retirement, through social insurance plans. The benefits from these plans, like income from employment, should be supplemented where required from an income supplementation plan.

The third is an income supplement strategy to be examined under Propositions 5 and 6, **involving two measures: a substantial increase in family allowances, including youth allowances, and a supplement for the working poor.** It would not provide an income for those who are not working.

Proposition 5: That federal family allowances should be increased from their present average of $7.21 per child per month to an average of $20.00 per child, and be made taxable (included in the income of the parent claiming the child as a dependant). Further, that the level of the allowances should be reviewed from time to time in the light of changes in the consumer price index. Subject to a national minimum, and assuming the development of a consensus along the lines suggested in propositions 12 and 13, the precise amount to be paid for individual children would be left to the provinces to determine: whether the allowances should be varied according to the age of the child, or whether, as some have advocated, they should be varied with family size.

Proposition 6: That the incomes of those who are working but whose incomes are inadequate by reason of family size (even after the increase in family allowances proposed above) or by reason of the nature of their employment (low-paying self-employment or intermittent or partial employment) should be supplemented under a single, general income supplementation plan, with built-in work incentives.

An acceptable minimum income for those who are unable to earn an income from regular work is advocated by Proposition 7.

Proposition 7: That a guaranteed income should be available to people whose incomes are insufficient because they are unable or are not expected to work, namely the retired or disabled, single parent families, and people who are not presently employable by reason of a combination of factors such as age, lack of skills, or length of time out of the labour market. The guaranteed income would be paid in the form of an additional income supplement over and above the general income supplementation available—thus taking account of the fact that these people either do not have or are relatively unable earn their own income—with t guaranteed income being set levels appropriate to the differe groups of people involved. Ti additional income supplement tion should provide some adva tage to the single parent famili and the aged and the disabl who have income from savings who choose and are able to ea income from work, and a positi incentive to those who are n presently employable to take a vantage of the training, rehabilit tion, and counselling whic would make them employable.

Two other aspects of the guara teed income are dealt with: (1) o age security, and (2) special assis ance where work income ar income supplement are not su ficient to meet special or eme gency family needs or the nee of single individuals or marri couples who do not qualify f supplements because of their a or length of time in the wo force.

Proposition 8: That the old age s curity program should be conti ued with the universal paymen under that program being consi ered as a base on top of which ar guaranteed income plan for th aged would be built. Further, th the present guaranteed incom supplement program should als be continued, but with peop who are over 65 and who hav low incomes being given the op tion of choosing between it an any new guaranteed incom plan—depending upon which the more advantageous of th two.

Proposition 9: That, while income supplementation along the lines provided for in Propositions 6 and 7 would remove the great majority of people from social assistance as it now stands, a supplementary or "last resort" program would be required to meet special situations as they arose (as is now provided for under the Canada Assistance Plan).

The Working Paper points out that with the last two strategies, **the employment and income supplementation strategies, "call for a wide spectrum of social and employment services**—rehabilitation, training, job placement, and counselling—if they are to be fully successful." There would have to be special provisions for low income people faced with occasional extensive medical and hospital care. There is also a need for other services not available under universal plans, such as child care for single parents and nursing homes for the aged and disabled.

Proposition 10: That the broad spectrum of social and employment services required to make the employment and income supplementation strategies fully effective and efficient should be expanded and improved—training, counselling, placement, rehabilitation, special work situations, homemaker and child care services.

Proposition 11: That the costs of special services including nursing home and child care, which cannot be met by the individual out of his/her income, including income supplementation, should be covered through special measures under the general social security system.

The remaining two propositions deal with the administration of the new social security system: first, a call for flexibility in determining which order of government will have the major voice in establishing the several income levels that are called for, while providing reasonable equity between individuals and families; **second, an acknowledgement that the federal Government has a continuing responsibility "to combat poverty by way of a fair distribution of income among people across Canada;** and a responsibility to promote national unity through **preventing extremes in income disparities," and advocating national minimums,** set by Parliament, in the levels of the allowances administered and financed by the federal Government.

Legislation has already been introduced in the House of Commons recommending major reforms in the Family Allowance—Youth Allowance Program. The Minister of National Health and Welfare, Marc Lalonde has said that "the new Family Allowance Program represents the first phase of a system of family income supplementation that had been put forward in the Working Paper ... the first concrete step in the overall reform of the Canadian income security system." And on August 14, Lalonde announced that "Parliament will be asked in October to approve an amendment to the Old Age Security Act to provide for quarterly rather than annual escalation." This will be the second time this year that the Government has increased the Old Age Security Pension; in making his announcement, Lalonde said that it was "one of the key measures in the list of steps the Government will be taking to counteract the effect of rising prices on consumers."

The final proposition calls for the implementation of a new overall approach to social security, beginning in April, 1973, with the release of this Working Paper, and with priority given to legislation increasing family allowances and "those changes in the Canada Pension Plan that the provinces agree upon."

The Minister of National Health and Welfare, Marc Lalonde, in his introduction to the Working Paper, writes that, "it is my hope that what the Government of Canada has presented here, for purposes of discussion, will contribute to a reasoned and a sympathetic debate on how best to provide for the security of income for all Canadians."

J.D.A.

LABOUR LEGISLATION IN 1972

PART 6b: GENERAL INDUSTRIAL RELATIONS

BY CAL MCKERRAL AND LIIS PAINTER

During 1972, six jurisdictions made changes in their general industrial relations legislations. The Nova Scotia Trade Union Act was re-enacted (effective October 1, 1972), as was the Manitoba Labour Act (January 1, 1973), and the Canada Labour Code, Part V (March 1, 1973). Amendments were made to the Alberta Labour Act, Part V (June 2, 1972), the Saskatchewan Trade Union Act (August 1, 1972), and the British Columbia Mediation Commission Act, which was retitled the Mediation Act (November 2, 1972).

Among the highlights of the year was the introduction of technological change provisions in the federal jurisdiction, Saskatchewan, and Manitoba. Manitoba made conciliation voluntary, with the right to strike no longer dependent on the process, and the federal legislation was broadened to permit a wider choice of dispute settlement techniques.

Several jurisdictions broadened the coverage of their Acts, particularly with regard to contractors, professionals and supervisory employees.

Additional jurisdictions relaxed the requirements for obtaining a certification vote, and made other changes in the certification process. Labour relations boards were given additional powers; and strike and lockout, and unfair practices provisions were amended. The British Columbia Mediation Commission was abolished, and most of its powers transferred to the Minister of Labour.

BOARDS

Changes were made in the composition or powers of the **labour relations boards in the federal jurisdiction, Alberta, Manitoba, Nova Scotia, and Saskatchewan.**

The Canada Labour Relations Board is reconstituted as a full-time Board, consisting of a chairman, vice-chairman, and at least four but no more than eight other members. The Governor General in Council may appoint an additional vice-chairman should this be necessary.

The chairman and vice-chairm are to be appointed for 10-ye terms, and other members for year terms. The Board has its ov staff, and functions independent from the Canada Department Labour. Its chairman is the Chi Executive Officer.

All orders or decisions of th Board are final, and are not to b reviewed in any manner except b the Federal Court of Appeal. C ders or decisions of the Board m be registered in the Federal Cou of Canada, and are enforceable a judgment of that Court.

In order to expedite its work, th Alberta Board of Industrial Rel tions is expanded and authorize to sit in two or more divisions. Th term of office of Board members set at seven years.

The Nova Scotia legislation intr duced changes regarding the Co struction Industry Panel of the L bour Relations Board, which we described in the section titl "Construction".

size of the Saskatchewan Labour Relations Board has been reduced from seven to five members, but alternate members are no longer limited to three. The members and alternate members are to be equally representative of employers and organized employees; the general public is no longer to be represented.

In Manitoba, if there is no dispute over jurisdiction of the Board or the status of an applicant union, the Board may appoint an examiner to inquire into an application for certification. The examiner may reject the application or grant certification. Any party to the proceedings may appeal the decision to the Board within five days.

Saskatchewan has made provision for the appointment of an executive officer, to whom the Board may delegate any of its powers and functions. The acts of the officer are subject to review by the Board at the request of any person affected, or upon the Board's own initiative. The Lieutenant Governor in Council may make rules permitting the Board to deal with applications ex parte. Any party affected by an exparte disposition may apply to the Board for a review of the case.

In Nova Scotia, the Board is authorized to decide certain matters after separate consultation with the Chief Executive Officer, without having to meet as a group. The procedure is limited to cases of interim cease-and-desist orders concerning work stoppages and other uncontested cases. The Construction Industry Panel may also deal with certification applications in this manner.

Other new powers of the Boards are described, in the following, under separate headings.

COVERAGE

The federal jurisdiction, Manitoba and Saskatchewan broadened the coverage of their industrial relations legislation.

The Saskatchewan Board is authorized to include independent contractors as employees if the terms of the contract can be the subject of collective bargaining, despite the fact that the employer is not liable in tort for the acts of the contractor.

Canada and Manitoba extended bargaining rights to certain types of dependent contractors. A "dependent contractor" is the owner, purchaser or lessee of a motor vehicle who is not an employee but is party to a contract, oral or written, under which he is: (1) required to provide the vehicle by means of which he performs the contract; (2) entitled to retain for his own use any sum of money that remains after the cost of the performance of the contract is deducted from the amount he is paid; and (3) required to operate the vehicle in accordance with the contract.

In the federal jurisdiction, fishermen who participate in a joint venture on a share-of-the-catch basis are included as dependent contractors.

The federal and Manitoba legislation now also cover professional employees. A professional employee is a person engaged in the application of specialized knowledge ordinarily acquired by a course of instruction and study, resulting in graduation from a university or similar institution. He must be a member of, or be eligible for membership in, a professional organization that is authorized by statute to establish the qualifications for membership in the organization.

In Manitoba, professional employees are not to be included in a bargaining unit with other employees unless the majority of the professionals wish it. The federal Code indicates a preference for professional employees being placed in a unit separate from other employees, unless such a unit would otherwise be inappropriate. The Board may include the members of more than one profession in the unit, as well as employees who perform the functions but lack the formal qualifications of a professional employee.

Professional employees were previously covered by the Saskatchewan Trade Union Act. The provision, similar to Manitoba's, which enabled members of self-governing professions to opt out of a bargaining unit, has been deleted.

Canada, Manitoba and Saskatchewan narrowed the exclusion of managerial employees. The Canada Labour Code excludes persons who perform management functions or who are employed in a confidential capacity in industrial relations matters. Supervisory employees are no longer excluded. The Board may limit a bargaining unit to supervisory employees (whose duties include the supervision of other employees), or may include them with other employees.

The Manitoba Board may exclude a person from the definition of employee where it would be unfair to the employer to include him in a bargaining unit because he performs management functions primarily, or is employed in a confidential capacity in labour relations matters. An employee is no longer to be considered a managerial or confidential exclusion merely because his duties include the supervision of other employees of the same employer.

Saskatchewan excludes a person whose primary responsibility is actually to exercise authority and actually perform functions of a managerial character, or who is regularly acting in a confidential capacity in respect of the industrial relations of his employer.

Private constables appointed under the Railway Act or the National Harbours Board Act are also brought under the federal Code. The constables are to be placed in a separate unit and must be represented by a separate trade union that does not represented any other employees, or their employer.

The Saskatchewan Act now applies to dismissed employees whose dismissal is being dealt with by the Board. The definition of employer was amended to enable the Board to determine who is the employer if a contractor supplies the services of employees to another person.

In Nova Scotia, no person ceases to be an employee only because he ceases to work as the result of a lockout or strike. The previous statute offered protection only to employees who lost their jobs as a result of a legal work stoppage. The Board now has final jurisdiction to determine whether any person has ceased to work for his employer because of a lockout or strike, or has been dismissed by his employer contrary to the Act or a collective agreement.

EMPLOYER, UNION GROUPS

Under the federal Act, **a trade union may now apply for certification as the bargaining agent for employees of two or more employers** who have formed an employers organization if the Board is satisfied that each of the employers has granted appropriate authority to the organization to enable it to discharge the duties and responsibilities of an employer under the Act. An employer who ceases to be a member of the organization, or who withdraws the authority that he had granted to the organization, will continue to be bound by any collective agreement, and may be required to bargain individually by the union.

A council of trade unions will be able to apply for certification as though it were a trade union. The Board may certify the council, provided that it demonstrates that it is entitled to certification, and the Board is satisfied that each of the trade unions has granted appropriate authority to the council to enable it to discharge the duties and responsibilities of a bargai ing agent under the Act. Membe ship in any component of th council will be deemed to b membership in the council. Aft certification, the council and eac trade union forming the counc are to be bound by any collecti agreement entered into by th council.

EMPLOYERS' PREMISES

The Canada Labour Board is em powered to order that an autho ized union representative ma have access to employees living i an isolated location, or premise owned or controlled by the em ployer, if access would be im practicable unless permitted o these premises, and reasonably re quired by the union.

Saskatchewan has made it an un fair labour practice for employe to interfere with access by trad unions to employees living i premises supplied by the em ployer.

WORKING CONDITIONS

The new Manitoba Act extend the prohibiton against unilatera altering of working conditions b the employer. Previously, the em ployer was forbidden to alte working conditions, except wit the consent of the union, betwee the time notice to bargain wa given and the right to strike o lockout was acquired. The prohi bition will now apply, except wit the consent of the Boards, fro the time an application for certifi cation is made until it is dispose of. Where the application i granted, the prohibition will con tinue, except with the consent o the union, until the right to strik or lockout obtains.

Nova Scotia, consent to vary
ge rates or conditions of em-
yment after application for cer-
cation has been made, or no-
e to negotiate served, must be
nted by the Board or the bar-
ning agent, rather than "by or
behalf of the employees in the
it." The Board is expressly given
authority to order compensa-
n to employees for losses suf-
ed as the result of such
authorized variation.

Alberta, a complaint that the
nditions of employment were
ered contrary to the Act may be
ard as if it were an unfair labour
actice. The Board may issue a
ase-and-desist order.

OLUNTARY RECOGNITION

is the case under most provin-
l legislation, **the Canada Labour
de makes it clear that bargain-
g rights may be acquired
rough voluntary recognition,** as
ll as by certification. For most
rposes under the Code, a volun-
ily recognized union will be in
e same position as a certified
ion.

Nova Scotia, a voluntarily rec-
nized union is included as a
ertified bargaining agent" if it is
rty to a recognition agreement
at has been filed with the Min-
er of Labour. The circumstances
der which recognition is not
rmitted are clarified.

REPRESENTATION VOTES

Several jurisdictions have relaxed the requirements for obtaining a certification vote, and have made other changes in the certification process. In order to apply for certification in most of these jurisdictions, a union needed to have a majority of the employees in a bargaining unit as a members in good standing.

Where an application for certification has been made, the Canada Labour Relations Board must certify the union if it is satisfied that a majority of the employees in the appropriate unit wish to have the union as their bargaining agent.

The Board, however, may order a representation vote in any case in order to determine whether the employees wish a particular union to be their bargaining agent. If no other union is the bargaining agent, this vote must be ordered if not less than 35 per cent of the employees in the unit are members of the trade union. The majority of employees voting, rather than a majority of those eligible to vote, will determine the issue. A representation vote is void if less than 35 per cent of the eligible voters have cast a ballot.

If there is no bargaining agent, a no-union alternative must be included on the ballot. Provision is made also for a run-off vote in cases in which no union has obtained a majority, but more than 50% of the votes cast are in favour of all unions. A choice must be included under which employees may indicate whether they wish to be represented by the union that received the largest number of votes on the first ballot.

In Nova Scotia, a union may now apply for certification when it has 40% membership in the unit. The application must be rejected if the Board is satisfied that the union does not have at least 40% membership.

The Board has the power to order a representation vote in any certification proceeding if it judges that a vote is necessary to accurately determine the wishes of the employees. A vote must be held if the union has between 40% and 60% membership; the Board may dispense with the vote, however, if it is satisfied that the vote would serve no useful purpose, and provided that the union has at least 50% membership.

As previously, at least 60% of the employees in the unit must participate in the vote, and the Board may certify the union if a majority of those voting select the union as their representative.

The Manitoba Board must now order a representation vote where between 35% and 50% of the employees and found to be members in good standing. The application must be dismissed if fewer than 35% are members. The Board retains its discretion to hold a vote in any other case, and certification votes continue to be determined on the basis of those actually voting.

The Saskatchewan Board may hold a representation vote in determining whether certification should be granted. A vote must now be held at the request of the union if no certification order is in effect and, as previously, on a displacement application at the discretion of the Board. In order to be entitled to the vote, the union must demonstrate that at least 25% of the employees have indicated their support during the past six months. A 1966 amendment, making a vote mandatory when between 40% and 60% of the employees indicated that they wished, or no longer wished, to be represented by the union, has been deleted.

TIMELINESS

The federal Act sets out new time limits during which an application for certification can be made if a collective agreement is in force. If the term of the agreement is less than two years, then application can be made during the last three months the agreement is in effect. If the term is for more than two years, then application can be made after the commencement of the twenty-fifth month, or during the last three months of each year thereafter that the agreement is in force, or during the last three months of the agreement.

Except with the consent of the Board, an application for certification cannot be made during the first six months of a lawful strike or lockout.

Under the Nova Scotia Act, a union may challenge the certification of another union only during well-defined "open season" periods. If the collective agreement is for a term of not more than three years, application may be made only during the last three months of its operation. If the agreement has a term longer than three years, application may be made between the thirty-fourth and thirty-seventh month of its operation, and thereafter during the three months preceding the end of the year of its operation, or after the commencement of the last three months of its term. Under the previous Act, an application could be made only during the last two months of its term, except with the consent of the Board.

In Saskatchewan, time limits are also placed on certification challenges, applications being limited to the period between 60 and 30 days before the anniversary date of the agreement. If the challenger is successful, the existing collective agreement is terminated, and the employer must immediately bargain with the new union; previously, agreements remained in force until their expiry date.

In Manitoba, applications may now be made during the three months, rather than the two months, preceding the termination or anniversary date of the agreement.

As before, **the federal Act denies certification to employer-dominated unions.** A new provision also denies certification to unions that, through policy or practice, discriminate against certain individuals or classes of individuals, insofar as membership is concerned.

In Nova Scotia, certification is d nied any union that discrimina in membership or grounds of s race, creed, colour, nationality, a cestry or place of origin.

Special provisions for granting c tification with respect to a unit employees of two or more e ployers in the longshoring indu try have been included in the fe eral Act. The Board will ha power to certify a trade union f such a unit, notwithstanding th the employers have not formed employers organization. In su cases, the Board will order th one agent be appointed by t employers to act on their beha and that the agent be appropri tely authorized by the employe to discharge the duties and r sponsibilities of an employe Other industries may be broug within the ambit of these pro sions by order of the Governor Council on the recommendatic if the Board is satisfied, upon i quiry, that employers engaged the industry in a particular ge graphic area obtain their emplo ees from a common pool.

If a trade union in the federal j risdiction is substituted for a other as the result of certificatio the new union has the right serve notice to bargain at any tim within three months from the da of certification. Previously, th new trade union could termina the agreement upon two month notice to the employer.

The federal and Nova Scotia Ac define a unit as a group of two o more employees; previously, th Nova Scotia law referred to group of employees.

Saskatchewan, a bargaining unit ust not be found inappropriate erely because the employer ims that the complement of ployees is not a full strength. is provision will make it easier unions to obtain certification new plants and in the construc- n industry.

determining what constitutes appropriate unit or what union presents a majority of the em- oyees, the Board may reject in- mation concerning matters that curred after the certification ap- cation was filed.

RMINATION

e federal Code now allows ap- ications to the Board for revoca- on of bargaining rights acquired rough certification or voluntary cognition. An employee claim- g to represent a majority of the mployees may apply for revoca- on of certification after a period one year from the date of certi- cation if there is no collective greement or, if a collective agree- ent is in force, during the same eriod as an application for certifi- ation. In cases of voluntary rec- gnition, an application for an or- er declaring that the bargaining gent is not entitled to represent e employees may be made at ny time during the first year of e collective agreement, and ereafter during periods when an pplication for certification is per- itted.

Except with the consent of the Board, such applications are not to be made during the first six months of a lawful work stoppage. If no agreement is in force, revocation is permitted only if the Board is satisfied that the union has not made reasonsable efforts to conclude an agreement. The Board may at anytime revoke a certification obtained by fraud on the application of an employee, the employer, or a trade union that appeared before it in the certification proceeding. The Board must be satisfied that the evidence could not, by the exercise of reasonable diligence, have been presented at the proceeding, and is of such a nature that it would have led to a refusal of certification.

The Nova Scotia Act was amended to allow a dissident group of employees to apply for revocation of certification, and broadened the grounds for revocation to include cases in which the union is not adequately fulfilling its responsibilities to the employees it was certified to represent. The time periods for application are similar to those under the federal Act. The Board is no longer empowered to institute revocation proceedings at its own discretion.

In Manitoba, an employee claiming to represent a majority of the employees in a unit is authorized to apply for revocation of bargaining rights acquired through certification or voluntary recognition. Bargaining rights may now be cancelled on the grounds of: (1) failure to exercise exclusive bargaining rights within nine months of certification; (2) failure to conclude an agreement within two years of certification or termination of a previous agreement; and (3) obtaining bargaining rights by fraud or the commission of an unfair labour practice.

No application may be made during the first six months of a legal strike or lockout. In order to obtain a vote, the Board must be satisfied that at least 35 per cent of the employees support the application.

Upon the application of any employee in the unit, the employer, or any trade union claiming to represent the employees in the unit, **the Saskatchewan Boards are authorized to rescind a certification order that has been obtained by fraud.**

BARGAINING

The time during which notice to bargain collectively may be given was extended in the federal jurisdiction from two months before the expiry of the agreement to three months, and in Manitoba from between the sixtieth and thirtieth days before the end of the agreement to between the ninetieth and thirtieth days.

The Canada Labour Code followed other jurisdictions in imposing a duty to bargain in good faith, and introducing a freeze on terms and conditions of employment from the time notice to bargain is given, until the parties are in a strike position.

Both the federal and Manitoba Acts introduced an obligation to bargain over provisions of the agreement that the parties have agreed may be revised during its term. In Manitoba, if agreement is not reached within 90 days or the period specified in the agreement, the agreement may be terminated.

In Saskatchewan, bergaining may be carried out only through a union. The former Act allowed employees to bargain through representatives of their own choosing.

The Manitoba Act requires the employer to provide, upon the request of a certified bargaining agent if no agreement is in force, a list of all employees in the unit, indicating their job titles or classifications, rates of pay in each classification, and any other benefits. If a collective agreement exists, such requests may be made only at yearly intervals.

Collective agreements made for a term longer than two years may be reopened at the end of the second year at the request of either party. Under the earlier Act, agreements for a term longer than three years could be reopened at the end of the third year. The provisions stating that an agreement remained in force until a new agreement was signed or a strike occurred have been deleted.

TECHNOLOGICAL CHANGE

The federal, Manitoba and Saskatchewan Acts require an employer to give notice of technological change. Basically, "technological change" means "the introduction of different equipment or material, or a change in the manner in which the operation is carried out, directly related to the new equipment or material." In Saskatchewan, the definition includes also the removal of any part of the employer's undertaking or business.

Under the Canada Labour Code, an employer, bound by a collective agreement, who proposes to effect a technological change that is likely to affect the terms and conditions or security of employment of a significant number of his employees, will be required to give at least 90 days notice of the change to the bargaining agent. In Saskatchewan, this requirement applies to unionized employers, who must give notice to the union and the Minister of Labour. The Manitoba law also requires notice if the change would significantly alter the basis upon which the collective agreement was negotiated. The notice must state the nature of the change, the date on which the employer proposes to make the change, the approximate number and type of employees likely to be affected, the effect that the change is likely to have on their terms and conditions or security of employment, and—in Canada and Saskatchewan—such additional information as is required by regulations.

The term "significant number employees" is to be defined regulation in Saskatchewan. Fe erally, the Governor in Council, the recommendation of the Ca ada Labour Relations Board, is er powered to specify the number a method of determining th number of employees that a deemed to be "significant."

In both jurisdictions, if a bargai ing agent alleges that he has n received proper notice, the Labo Relations Board may, after affor ing both parties an opportunity be heard, direct the employer n to proceed with the change for u to 90 days, and to reinstate ar reimburse any employee di placed as a result of the chang The allegation must be mac within 30 days after the unio knew, or ought to have known, the failure to give notice.

After having receive notice of technological change, the feder bargaining agent will, within days, be able to apply to the Boar for an order granting leave to serv notice to bargain to revise th agreement, or to include new pro visions to assist the employees a fected by the change to adjust t the effect of the change. Th Board is authorized to grant th leave if it is satisfied that the tech nological change is likely to affec substantially and adversely, th terms and conditions or securit of employment of a significan number of employees.

e technological change provi-ons do not apply: if the em-oyer gave notice of the change ior to the date on which the col-ctive agreement was concluded, the last day on which notice to rgain could have been given; if e collective agreement contains ovisions specifying a procedure which such matters may be gotiated and finally settled dur-g its term; or if the agreement ntains provisions intended to sist employees affected by any chnological change to adjust to effects, and specifies that the ovisions of the Act do not apply ring its term. Only agreements tered into after these provisions me into force are affected.

a bargaining agent applies for ave to serve a notice to bargain, e employer is prohibited from aking the technological change ntil the Board has refused to ant leave or, where leave is anted, until agreement is ached, or the parties have nego-ated and have reached a strike sition.

Saskatchewan, after receiving otice of technological change, e union has 30 days in which to rve notice on the employer to argain. The Board may, upon ap-lication, make an order relieving e employer from bargaining, or enying the union the right to rve notice to bargain. The Board ust be satisfied that the em-loyer had given the union notice technological change before e current agreement was en-red into, or not later than the rst date on which notice to bar-ain may be given (60 days before e end of the agreement). An xemption is possible also if the agreement contains procedures for negotiation and final settlement of matters related to terms and conditions or tenure of employment likely to be affected by technological change.

Once notice to bargain has been given, the employer must not effect the technological change unless the Board has relieved him from complying with the obligation to bargain, or an agreement has been reached, or the parties have bargained but failed to reach an agreement and the Minister has been notified of the failure.

When a Manitoba employer gives notice of technological change, the bargaining agent may serve notice to bargain to revise the agreement or enter into a new one. The existing collective agreement then expires on its termination date, or in 90 days, whichever is earlier.

Either the bargaining agent or the employer may submit to arbitration the question of whether or not a notice of technological change need be given. If the arbitration board rules that it does, then that award is deemed to be the required notice.

The circumstances under which notice is not required are similar to those under the federal Code. The Manitoba Act specifies that notice must have been given four days before the agreement was entered into or the last-day notice to bargain could have been given, and permits a supplementary agreement that the employer may make the technological change.

DISPUTE SETTLEMENT

In Manitoba, it is no longer necessary for the parties to a collective agreement to avail themselves of conciliation procedures and to observe a subsequent waiting period before obtaining the right to strike or lockout. The parties can, of course, submit voluntarily to conciliation.

The Canada Labour Code provides that, if the parties to a collective agreement have not begun bargaining, or have been unable to reach an agreement, they may notify the Minister of their failure to enter into an agreement. The Minister then has 15 days to exercise one of four options: (1) appoint a conciliation officer; (2) appoint a conciliation commissioner—in effect, a one-man board; (3) establish a conciliation board; or (4) notify the parties of his intention not to do any of the above. The Minister may also exercise any of these options at his own initiative.

When a conciliation officer is appointed, he must confer with, and assist, the parties in reaching an agreement. He must then report success or failure to reach an agreement within 14 days to the Minister. If he has been unsuccessful in bringing about an agreement, then the Minister has seven days to: (1) appoint a conciliation commissioner; (2) establish a conciliation board; or (3) give the parties notice that he will do neither.

As in several other jurisdictions, the Minister may now, at any time, appoint a mediator to assist parties in settling a dispute or difference. This power is unrelated to the conciliation procedures leading to the right to strike or lock out.

The British Columbia provision authorizing the government to order the compulsory settlement of disputes when such action was deemed necessary to protect the public interest and welfare has been deleted.

ARBITRATION

The Nova Scotia Act now includes a model arbitration clause that provides for a single arbitrator rather than the usual three-man Board. If the parties fail to agree on an arbitrator, the Minister is to choose him.

The Nova Scotia and federal Acts provide that the arbitration provisions of the collective agreement remain in effect between the termination date of the agreement and the beginning of a legal strike. A similar Manitoba clause was amended to make it applicable only to arbitration begun before the end of the agreement.

Under the Canada Labour Code, the orders or decisions of arbitrators are not subject to court review; but they are enforceable in the Federal Court of Canada as a judgment of that Court.

In Alberta, a grievance arbitration board is given authority to vary the penalty if there was not just cause for dismissal or suspension, or if penalty was unreasonable. An award denying a grievance is now subject to court review, as well as an award affording some relief.

STRIKES AND LOCKOUTS

Under the new Manitoba Act, the right to strike or lock out is no longer related to conciliation procedures. The parties are not required to avail themselves of the conciliation procedures or to observe subsequent waiting periods. When a bargaining agent has been newly certified, the right to strike or lock out is acquired 90 days after certification is granted. In case of renewal or renegotiation of an agreement, the right comes about on the termination or expiry date of the agreement.

As previously, a union that does not have the right to bargain does not have the right to strike. A similar prohibition now applies to employees who are not represented by a bargaining agent with the right to bargain. An employer is forbidden to lock out employees in such a situation.

In the federal jurisdiction, the waiting period before a strike or lockout can take place is seven days after conciliation requirements have been met. No employee may participate in a strike unless he is a member of the bargaining unit that has been given notice to bargain collectively, and unless the bargaining agent that represents him is in a strike position.

The legislation contains provisi that are to be used if a strike lockout occurs during the per of a general election. If, in opinion of the Governor in Co cil, the strike or lockout would versely affect the national inter the seven-day waiting period c by order, be initiated on the day after the date fixed for the turn of the election writs. Minister of Labour must report Parliament, stating the reasons such an order by the Gover General in Council.

The Labour Relations Board the power to declare that a str or lockout is unlawful.

In Nova Scotia, the strike delay now 14 days after the report both the conciliation officer a the conciliation board. Previou a 21-day delay had to be obser following the report of the cor liation officer. The period dur which the parties may request Minister to appoint a conciliati board has also been reduced to days.

Before a strike or lockout may ta place, the Minister must be giv at least 48 hours notice. The ri to strike or lock out remains in fect for six months. It can be re quired by resubmitting the dispu to conciliation.

In Saskatchewan, a 1968 amer ment that provided for an ad tional strike vote was repeale Under this section, if a strike h continued for 30 days, either pa or any employee could apply the Board for a vote to determi if the majority of employees we in favour of accepting the e ployer's last offer and returning work. The employer could th not withdraw his offer.

ie federal and Manitoba Acts nended the definition of "strike" include "a slowdown of work other activity" in relation to ork designed to restrict or limit utput, and considerably in- eased the penalties for illegal ork stoppages. Several jurisdic- ons also introduced new unfair bour practice provisions with re- rd to strikes.

NION SECURITY

nder the Saskatchewan Trade nion Act, a union security clause ust be inserted into a collective greement at the request of a nion representing a majority of e employees. This clause has een extended. As previously, as a ondition of employment, em- oyees who are or become union embers must maintain their embership, and new employees ust become members within 30 ays. Persons who are not re- uired to be members must now ay union dues.

pon the request of the employee nd the trade union, the employer ust deduct not only union dues, ut also assessments and initiation es.

he protection afforded by the Act gainst termination or denial of nion membership does not apply employees who have engaged activity against the union. Ac- vity on behalf of another union oes not alone constitute activity gainst the trade union. Previ- usly, membership could not be enied for these reasons if the em- loyer investigated or contributed nancial support to the activity.

Several other jurisdictions extended protection against denial of union membership under their new unfair labour practices provisions.

Every agreement in Manitoba must now contain a compulsory checkoff provision. Membership dues must be deducted whether the employee is a union member or not. Deduction is not required for special assessments or pension, superannuation, sickness and insurance benefits that are available only to union members.

If an employee objects to joining a trade union or to paying union dues because of his religious beliefs, the money deducted is to be sent to a charity, mutually agreed upon by the employee and the trade union or, failing agreement, one designated by the Board. (Ontario and Saskatchewan are the only other provinces to have a conscience clause.)

The federal legislation now provides for the checkoff of union dues. The checkoff authorization may be revoked by the employee's giving 30 days written notice. This provision does not apply to employees governed by a collective agreement requiring the deduction of union dues.

The Nova Scotia legislation was also amended to make it clear that the checkoff provisions of the collective agreement prevail.

SUCCESSOR RIGHTS

The Canada Labour Code now includes provisions concerning successor rights of unions and the transfer of a business from one employer to another, similar to those in most provincial legislation. The Board has the power to determine any questions, including whether or not a business has been sold, and the purchaser's identity.

The Act also contains new provisions to deal with situations in which a portion of the Public Service of Canada is established as, or becomes a part of, a corporation to which the Act applies (for example, corporations established to perform any function or duty on behalf of the Government of Canada.)

In Saskatchewan, the former union successor rights provisions of the Act, which were replaced in 1968 by ones similar to those of other jurisdictions, have been reenacted. Between 1968 and August of 1972, an application had to be made to the Board by the union claiming successor rights. At present, in case of change of name, amalgamation, merger or affiliation of unions, the union acquires successor rights unless the Board orders otherwise.

The Manitoba provisions governing continuity of certification and collective agreements where businesses are merged or amalgamated are made applicable to situations where a business is sold.

The federal Board has the power, after a hearing, to declare two or more employers to be a single employer if it is satisfied that such employers are associated or related businesses having common control or direction. The Nova Scotia Board was given similar authority: it may treat separate corporate entities that are under common management or direction, including direction of the workforce, as one employer.

In addition, when an employer contracts out a significant part of the work normally done by his employees, the Nova Scotia Board may direct that the provisions governing the transfer of business apply. The onus of proving that the work was not contracted out in order to avoid obligations under the Act is on the employer.

UNFAIR PRACTICES

The federal jurisdiction, Manitoba and Nova Scotia made extensive changes in their unfair labour practices provisions. In all three jurisdictions, several new prohibitions are directed at unions. A union is forbidden to require an employer to terminate the employment of an employee who has been expelled or suspended from union membership for any reason other than failure to pay uniformly required dues and assessments, or to discriminate in applying the membership rules. The Canada Labour Code and the Nova Scotia Act also forbid discrimination in the application of discipline standards, or expulsion or discipline for refusing to perform an act contrary to the legislation. In Manitoba, the latter prohibition applies in cases of an unlawful strike.

Employers are forbidden to discipline employees for refusing to perform the duties of an employee who is lawfully on strike. In Manitoba, other prohibited employer activities include: a refusal to reinstate employees following resumption of work after a legal strike or lockout according to the collective agreement or seniority rights; altering the status of an employee who refuses to do work that would facilitate the operations of another employer whose employees are lawfully on strike or locked out; and interrogation of a candidate for employment regarding his status with a trade union, unless such information is required for purposes of compliance with the collective agreement.

Saskatchewan deleted some provisions. Among these was a **"hot cargo" clause** that made it an unfair practice for a trade union or employees to take delivery of goods from, or assist in loading, a carrier, unless the Board was satisfied that the union or employees had a valid trade dispute.

Jurisdiction in this area has been transferred from the courts to the Canada Labour Relations Board. The procedures under the federal and Nova Scotia Acts are similar. Complaints must be made within 90 days. And those against the union must first exhaust the internal remedies established by the union. The Board, however, has overriding discretion in such m ters, especially if the union m ber may have been dealt with fairly by the union. In the fed jurisdiction, the consent of Minister is required before c plaints relating to the collec bargaining process can be mad

The Board may assist the partie settle the complaint. If it does do so or if the complaint is settled, a formal hearing is to held. The Board has extens power to order reinstatement a monetary compensation, and order compliance with the Act.

In Nova Scotia, if a complain establishes that it is reasonable believe that the employer has d missed or otherwise discrimina against him for exercising rights under the Act, the burden proof that this was not the case on the employer.

In Manitoba, as previously, on a plication for remedy may be ma to the Board. An amendment cla fies that a person has an option apply to the Board or to bring a tion in the courts; but by the ex cise of one option, he forfeits t right to use the alternative.

The Minister may now appoint investigator to inquire into an all gation that there has been a viol tion of the Act, and to attempt effect a settlement. He is autho ized to initiate either prosecuti or proceedings before the Boar or both.

OOK REVIEWS

tionalism, Communism and Cadian Labour. The C.I.O., The mmunist Party and the Canan Congress of Labour, 1935-56. by Irving Abella, Toronto: niversity of Toronto Press, 265 ., Index and Bibliographical otnotes.

hat Josephine Tey did for Rich- III, Irving Abella has done for nadian labour history—he has ought it to life.

e writes in his preface that two sic conflicts characterized the ationship of the CIO and the nadian Congress of Labour: the uggle of affiliated unions to rid emselves of communist leadship; and the struggle of the Cadian Congress and its members remain autonomous from the O. But, underlying this major eme, is the unstated thesis that e Canadian Communist Party d its members made a substanl contribution to the trade ion movement of Canada, and at expulsion of communist ions was, perhaps, a mistake.

bella suggests that, throughout is history, the leaders of the mmunist party could be and ere often good trade unionists, d that they built strong unions. ften, as in the case of the Intertional Woodworkers of America the United Electrical Workers nion, the unions were supported both communist and non-comunist membership.

Although the book includes many unsupported assertions, for the most part it is carefully documented, and it is clear that original sources have been carefully and thoroughly used by the author. Further, the book is sprinkled with famous names in recent labour history—from Pat Conroy to George Burt and Charles Millard; their correspondence, their speeches, their conversation, and their comments in interviews give the book a spice and character that alone would make it compelling reading.

The theme that so much intrigues Abella, the expulsion of the communist unions and the consequent waste that may thereby have resulted—is interesting in the same way that most "what if" history is interesting—piquant and intellectually stimulating, but ultimately inconsequential because the communist unions were expelled. It may also be of little value to pursue this idea as long as the very notion of dual unionism is anathema to the unions, for what was the conflicting loyalty of union members to party and union during the late '30s and early '40s but a kind of dual unionism? And if there were communist unions in the CLC today, they would be turned out as severely as their CCL predecessors.

Much attention is given to the dramatic 1937 strike of General Motors in Oshawa, to the miners' strike at Kirkland Lake, and to the role of Mitchell Hepburn, then Premier of Ontario, in inhibiting any form of settlement as long as the CIO was involved in either case. The effect is to overemphasize the national versus international by-play in the development of the CCL.

What Abella overlooks is that Hepburn was the personification of the common and longstanding attitude of management, capital, politicians, public servants, and even the established unions, toward mass organization of the manufacturing sector. Canadian society regarded unions with, at best, condescension until the passage of PC 1003 in 1944 (Wartime Labour Relations Order), and throughout most of Canadian labour history the unions tend more to servility than militancy. This is what made American "know-how," American financial assistance and the attraction of the magic letters CIO so necessary for the organization of unions in Canada.

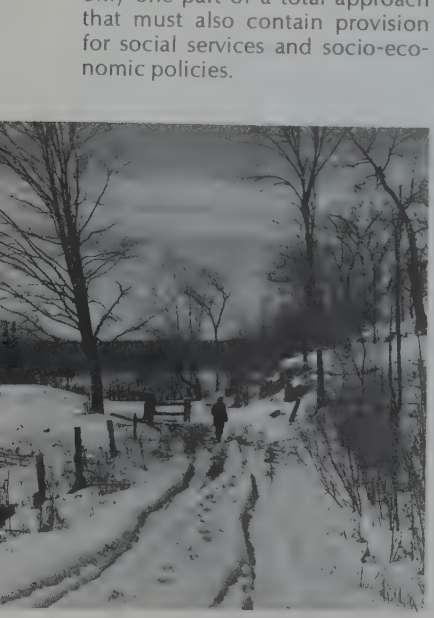
Abella's book reads as quickly and easily as a detective story. In fact, at times it seems to be one. It is recommended reading for anyone interested generally in the recent history of Canada, and it is a must for students of Canadian social history. Who has the movie rights?

Fraser Isbester

(Dr. Fraser Isbester, Chairman of the Personnel and Industrial Relations Area, McMaster University, is co-author of "Man and His Work" series, a Department of Labour publication for high school students, (LG, Jan., p. 5.)

Guaranteed Annual Income: An Integrated Approach; The Canadian Council on Social Development, Ottawa; 333 pages.

In April 1972, a year before the start of the Government's examination of Canada's social security system (see p. 672), a unique seminar was held in Ste Adèle, Québec. Organized by The Canadian Council on Social Development and the British Nuffield Foundation, it brought together 30 participants from 11 countries—all experts in the field of social policy, and all concerned with some aspect of the guaranteed annual income—and ultimately, it resulted in this book: more than 300 pages of economic and political theory, social principles and practical approaches to the guaranteed income. A summary of discussions and group reports from the seminar is also included in the book, which is available in French and English. Although many differing points of view are put forth, a major consensus emerges: that there is no one, ultimate, universal solution to poverty. Hence, the guaranteed income can be regarded as only one part of a total approach that must also contain provision for social services and socio-economic policies.



Reuben Baetz, in his introduction, points out the need for policy planners to accept the integrated approach "as an attainable goal and move forward to implement it as quickly as possible ... In my view, refusal to accept this goal is tantamount to admitting Canada's economic system cannot produce enough wealth to ensure an adequate standard of living for all, or conceding that the concept of equitable distribution of wealth has no place in our scale of values."

One authority believes that, at present, we cannot afford the political and financial cost, but within the next few years; the necessary shift in public opinion will occur; politicians will then be able to introduce necessary legislation, and the funds will be found.

And the political costs of implementing the GAI could be enormous—if the public's mood is misjudged. One thorny question facing policy planners is how widespread is the belief that a GAI will lead to a general loss of the incentive to work. One author's answer is that the GAI's effect on work incentive will be far different from what might be expected. "The one major problem now for both politician and economist alike is fear of the effect of GAI on work incentive," he concedes, but "this problem should simply disappear almost automatically, since politicians and the public at large are likely to become aware that working and being poor are synonymous. Poor people always work."

As well as identifying the major sues and questions about the C the book examines the advanta of alternative methods of imp mentation—and the pitfalls. "E system has its limitations; e new intervention creates n problems that need to be solved. There are no ultimate sc tions," one author cautioned.

Another author states that the proach Canada is taking promi well for the future. In his opini the GAI is more related to taxat than to traditional programs ba on a means test. "By selecting existing family allowances and age security systems as the area change, it (the Government) creases the likelihood of the gu anteed annual income lean more toward the universal c cept of taxation than that of w fare assistance." The rece changes in disabled veterans' lowances, and the propos changes in the Canada Pensi Plan and youth allowances wo seem to indicate that this is view the Government is taking.

In the concluding commenta Gérald Fortin, the Director of t Center for Urban and Regional R search, University of Québ points out that the GAI is m than a technique: "it is a hope a different kind of society. In t GAI concept, the amount money distributed is less imp tant than the new way it offers looking at the realities, and th acting on those realities."

If the new realities of social sec ity in Canada are to include t thinking of the Ste. Adèle grou and it would seem that this mig be the case, then there is reas enough for reading the book.

J.D.

PRICE INDEXES

ONSUMER, JULY

e consumer price index 961=100) rose 0.9 per cent to 1.0 in July from 149.7 in June. ost major components ad- nced mainly because of in- eases in the food element, 1.9 r cent, and in the housing ele- ent, 0.5 per cent. Between June d July, the level of prices for all- ms other than food advanced per cent. The component for creation, reading and education se 2.0 per cent, and for trans- rtation, 0.4 per cent. The cloth- g index rose 0.1 per cent, and ere was no change in the ele- ents for tobacco and alcohol, ealth and personal care. Between ly 1972 and July 1973, the all- ems index advanced 7.7 per cent.

The food index rose 1.9 per cent to 163.5 from 160.5 as the level of prices for food eaten away from home advanced 0.5 per cent and that of food for home consumption rose 2.2 per cent. Increased prices for fresh produce, beef, pork, poultry and eggs were mainly responsible for the latest monthly index advance. Fruit and vegetable prices registered a rise of 5.9 per cent, fresh vegetables 11.8 per cent and fresh fruit 3.1 per cent. Over the past 12 months the index for fresh vegetables rose 48 per cent and that for fresh fruits 33 per cent. The meat, poultry, and fish index advanced 2.6 per cent in the latest month; retail price levels for beef rose 3.0 per cent and for pork, 2.3 per cent. Poultry prices rose 3.4 per cent over the same period. In the twelve-month period since July 1972 beef prices rose, on average, more than 21 per cent, the retail price of pork almost 18 per cent, and poultry quotations nearly 29 per cent. Between June and July, egg prices increased 4.2 per cent to stand more than 37 per cent over their level of a year ago. The cereal and bakery products index rose, on average, by 0.1 per cent, and the index for fats and oils rose 0.2 per cent. In the 12 months since July 1972, the food index advanced 14.7 per cent with the price of food consumed at home rising 15.6 per cent and that for food away from home 10.4 per cent.

The housing index rose 0.5 per cent to 152.8 from 152.1. This increase resulted from advances in both the shelter and household operation components. Within shelter, the home-ownership element increased 0.7 per cent as a result of increases in the indexes for new houses, mortgage interest and home-owner repairs; rents advanced 0.2 per cent. Among items of household operation, electricity rates rose in some centres. Furniture prices advanced, on average, 0.4 per cent, following scattered price increases for living room and dining room furniture. Other home furnishings recording advances were linen and draperies, floor coverings and tableware. The index for household services rose 1.2 per cent following increased telephone charges in Ontario and Quebec cities and higher wages for household help in many centers across the country. Prices of household supply items advanced, on average, 0.4 per cent. The housing index was 6.6 per cent above its level of a year ago.

The clothing index increased 0.1 per cent to 138.2 from 138.1, and was 5.0 per cent higher than a year ago. Footwear prices rose, on average, 0.3 per cent. The children's wear and the piece goods components each rose 0.2 per cent, the index for women's and men's wear was unchanged.

The transportation index rose 0.4 per cent to 136.7 from 136.1 as increases were recorded in both the private and public transportation components. Within the former, an advance of 0.8 per cent in the automobile operation and maintenance index was caused chiefly by increases in gasoline prices notably in Ontario and Quebec cities. New car quotations declined slightly. The increase in the public transportation element was almost entirely due to a rise in the train fares index. The transport index was 2.3 per cent above its level of a year ago.

The health and personal care index was unchanged from the previous month's level of 156.3 and was 4.8 per cent higher than a year ago. In the latest month, higher prices were recorded for razor blades and toothpaste but other items of personal care, including toilet soap and shaving cream, recorded decreases.

The recreation, education and reading index advanced 2.0 per cent to 146.9 from 144.0, reflecting increases in the recreation and the reading components. Higher rates charged by hotels and motels were mainly responsible for the rise in the recreation index and increased newspaper subscription rates contributed to the advance in the reading component.

The tobacco and alcohol index was unchanged from its June level of 136.4 and was 2.7 per cent above its level of July 1972.

Consumer price movements, reclassified by goods and services, offer another view of the incidence of price change. Between June and July, the total goods index advanced 0.9 per cent mainly because of non-durable goods that rose 1.3 per cent because of higher food and gasoline prices. The indexes for durable and semi-durable goods were 0.1 per cent higher, the former mainly because of increased furniture and floor covering quotations and the latter in response to higher prices clothing, linen and draperies. services index rose 0.7 per c mainly in response to increa charges for shelter and dome services. Between July 1972 July 1973, the total goods in advanced 8.7 per cent and that services 6.3 per cent.

WHOLESALE, JUNE

The general wholesale price in (1935-36=100) rose 1.8 per cen June to 364.5 from the May le of 357.9, and was 19.0 per c higher than in June 1972 when was 306.4. Six of the eight ma group indexes were higher a two declined.

The vegetable products group dex rose 6.9 per cent to 326.0 fr 305.0. Prices for potatoes, gra livestock and poultry feeds a vegetable oils and products creased. Fresh and cured me livestock and fishery produ were responsible for an incre of 1.9 per cent in the animal pr ucts group index—429.2 to 437.5.

Price increases for copper a zinc and their products helped t non-ferrous metals group index a June level of 316.5, an increase 2.7 per cent from 308.2 in M The iron products group advanc 1.0 per cent to 353.0 from 349.4 higher prices for wire, scrap ir and rolling mill products.

The textile products index a vanced 0.8 per cent to 325.3 fr 322.7—prices were higher for w sted and wool cloth and import raw wool.

There was a decline of 1.5 per c in the wood products index, prices for fir, hemlock and ced decreased, and a slightly low level in the chemical produ group.

DECISIONS OF THE UMPIRE

CUB 3213. This is a representative appeal and its result will apply in one case of 28 other employees of the same manufacturer.

The appellant worked as a packer at the plant for 45 years. He retired on October 29, 1971, in order to find lighter work. Benefit was established effective October 31, 1971.

At the time of separation, his employer paid him $409 holiday pay and the insurance officer allocated that amount as follows: for the weeks commencing October 31, November 7 and November 14, 1971: $163.60, $163.60 and $81.80. The appellant's weekly earnings at the time of separation were $163.60.

The evidence is that it has been the practice of the company to declare a two-week period annually as the holiday period and in effect to shut down the plant so that most of the employees can take vacation at the same time.

The appellant was a senior employee and in 1971, because of that seniority, was entitled to and took five weeks holiday in July and August. If he had not retired, the next holiday period designated by his employer would have been in July 1972. The appellant, through his union representative, argues that the sum of $409 should be allocated to the holiday period in 1972.

Section 173(14) of the regulations provides:

"173.(14) Notwithstanding subsection (13), holiday pay or vacation pay, other than for a day referred to in subsection (12), (a) that is paid or payable to a claimant at the time of his layoff or separation from employment or prior thereto in contemplation of the layoff or separation, and (b) that is not allocated to any specific weeks of holidays or vacation that occurred prior to the layoff or separation, shall be allocated to such number of consecutive weeks, beginning with the first week in which the layoff or separation occurs, as will ensure that the claimant's earnings in each of those weeks, except the last, are equal to the weekly rate of his normal earnings from his employer or former employer."

The appellant's holiday pay was not allocated to any specific weeks of holidays or vacation that occurred prior to the appellant's separation.

Subsection 14 is clear and the insurance officer had no choice but to allocate the holiday pay as he did, said the Umpire. In my view, "this same point arose in CUB 3148, and the Umpire there upheld the allocation made by the insurance officer: that is, that the holiday pay should be allocated to the period immediately following the date of separation rather than to some future time which might or might not occur. A decision of one Umpire is not necessarily binding on another Umpire, but in my view, unless one is convinced the earlier decision is wrong, it should be followed in the interest of uniformity and equality of treatment of individual appellants. I am in agreement with the Umpire's decision in (that) case.

"(Counsel for the appellant) contended that the result in the case of the appellant is unfair in that the effect of the insurance officer's ruling is that the appellant is technically deemed to have had eight weeks vacation in one year. It may be that in some situations the regulation in question can be unfair. However, if the regulations are clear, as I conceive this particular regulation to be, then the unemployment insurance officers, the board of referees, and the Umpire have no alternative but to apply them."

RAILWAY ARBITRATION

Case No. 409. Ex parte dispute between the Canadian Pacific Transport Company Limited and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over employees' claims for loss of wages because of temporary suspension of their regular positions.

The company issued notices of temporary suspensions under one article of the agreement and the brotherhood contended these notices should have been given under another that provided for twice as much notice.

During a winter holiday period the company posted notices stating that certain drivers' jobs would be temporarily suspended, and that work would be performed on an "as required" basis. All the employees except one were given 48 hours notice. The brotherhood contended, however, that the employees should have been given four working days advance notice, according to an article of the agreement starting "When regularly assigned positions are to be abolished . . ." Since the company did not intend to abolish the positions but only temporarily lay off the employees, the arbitrator believed that there was no violation of the agreement. The grievance was denied except in the case where one had not been given the full 48-hour notice.

Case No. 413. Dispute betwee the Canadian National Railwa Company and the Canadia Brotherhood of Railway, Transpo and General Workers ove whether the ticket agent-operator come within the bargaining uni defined in a collective agreemen with another union.

A position of ticket agent-operato covered by an agreement with th Brotherhood of Railway, Airlin and Steamship Clerks became va cant and was advertised to th employees within that bargainin unit. The Brotherhood of Railway Transport and General Worker contended that as they represen ticket clerks, the position shoul be open to employees covered b the agreement with it. The Com pany stated, however, that ticke agent-operators were in the classi fication certified by the Canada Labour Relations Board and repre sented by the Transportation Communication Division of the BRAC.

he Transportation-Communi-ation Division of the BRAC was ertified as a bargaining agent in 964 for a unit of employees that ncluded those classified as ticket gent-operators. At the same time here was a collective agreement effect between the railway and he CBRT covering clerical em-loyees in general, with a number f exceptions, including persons xercising train order skills and andling telegraph message traf-c. It seems that for many years it as recognized that the ticket gent-operators came within the ass excluded from the collective greement with the CBRT.

When the position became vacant and the union examined the job description, it contended that the present duties no longer placed the job among the bargaining unit exclusions of the CBRT agreement. In the arbitrator's view, what mattered was whether the ticket agent-operator was exercising train order skills and handling telegraph message traffic. Since the position no longer called for these duties, it should not have been considered an exclusion from the bargaining unit, and the job should have been posted under the provisions of the agreement with the Canadian Brotherhood of Railway, Transport and General Workers. The grievance was therefore allowed.

Case No. 414. Dispute between the Canadian National Railway Company and the Canadian Brotherhood of Railway, Transport and General Workers over the awarding of a position to a junior employee instead of the senior applicant.

The Brotherhood contended that the agreement was violated when the senior applicant was not assigned a clerk's position. The company contended that the applicant, although senior to the successful candidate, did not have the required experience for the job.

The grievor's general abilities were not in question; he was subsequently promoted to a higher position than the one he had lost, but at the time of the posting for the clerical position his experience had been in one section only and, in the opinion of the supervisors, the successful applicant at that time had more experience to do that particular job. The arbitrator agreed with the decision made by the supervisors, and the grievance was therefore dismissed.

Case No. 415. Dispute between the Canadian National Railway Company and the United Transportation Union over a conductor's claims for payment to make up the guarantee provided in the agreement.

The conductor assigned regularly to two trains was released at a different point in the terminal from his starting point, and to get from one point to the other he was provided with transportation and allowed an arbitrary payment for one hour's travel. At the time in question the grievor had submitted a claim for pay equivalent to 742 miles at through freight rate to make up the monthly guarantee provided by the agreement. The company, however, reduced payment of the claim by the equivalent of 260 miles, and when, in the following month the company made another reduction of 234 miles, the conductor submitted a grievance charging that the company had violated the agreement.

The company contended that the arbitrary payment went toward making up the monthly guarantee, but the arbitrator noted that in the past the employees did not consider these payments equivalent to miles run or for such purposes as booking rest, nor were they considered by the company as forming part of the earnings going to make up the guarantee. In his study of the agreement, the arbitator could not find any written evidence of the parties' agreeing to making up the monthly guarantee through arbitrary payments. For this reason he believed that no deduction should have been made from the conductor's claim. The grievance was therefore allowed.

Case No. 416. Dispute between the Toronto, Hamilton & Buffalo Railway Company and the United Transportation Union over trainmen's claims for one day's payment for not having been called to work.

A self-propelled two-car passenger train with a crew consisting of a conductor, a baggageman and an engineman was derailed. Arrangements were made for the transportation of the passengers by bus while the two self-propelled units, one of which was damaged in the accident, deadheaded to a round house. The conductor and the baggageman accompanied the passengers on the bus; the engineman, joined by a trainmaster, delivered the two units to the round house.

Two trainmen who would ha
been called for duty in the regu
crew's absence submitted a clai
for payment of a day each at pa
senger conductor's rate becau
the two-car train was operat
without a crew on its trip to t
roundhouse.

The company contended that t
agreement applied only if the ca
were being used for passenger se
vice, or if there was a need f
handling switches and har
brakes. The passenger service no
mally provided by the train w
being furnished by a bus whic
was manned by the train crew a
signed to that particular passeng
service.

The arbitrator said that two uni
coupled together could be consi
ered a train but it was doubtf
whether they could be considere
the train that had originally left i
home base. The movement shou
have been more properly d
scribed as that of two out-of-se
vice self-propelled cars dea
heading to a station for repair.
was not a movement in passeng
service and therefore there was n
violation of the agreement. Th
grievance was therefore dismisse

CONCILIATION

uring July the Minister of Labour pointed conciliation officers to al with the following disputes:

pital Coach Lines Limited, Ot-wa, Ont., and Canadian Broth-nood of Railway, Transport and eneral Workers (representing a it of employees classified as vers) (Conciliation Officer: M. Carson).

dland Superior Express Limited, lgary, Alta., and General Truck ivers Union, Local 938 (repre-nting a unit of employees classi-d as P & D owner-operator rking in and out of the com-ny's Toronto terminal) (Conci-tion Officer: H. A. Fisher).

Canada, Montréal, Qué., and nadian Air Line Flight Attend-ts Association (Conciliation Of-er: R. N. Gray).

Airline Services (Canada) Limited, Air Terminal Transport Limited, Mississauga, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (representing a unit of truck transport drivers, helpers, maintenance employees and skycaps) (Conciliation Officer: H. A. Fisher).

Grimshaw Trucking and Distributing Ltd., Edmonton,. Alta., and General Teamsters, Local 362 (Conciliation Officer: R. F. Langford).

Gorski Bulk Transport, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officer: H. A. Fisher).

Rio Algom Mines Limited (Nordic Section and Quirke Section), Elliot Lake, Ont., and International Union of Operating Engineers, Stationary Local 796 (Conciliation Officer: T. B. McRae).

Murray Hill Limousine Service Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger).

Alberta Wheat Pool, Vancouver, B.C., and Grain Workers Union Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (representing a unit of office employees) (Conciliation Officer: G. W. Rogers).

Le Droit, Ottawa, Ont., and le Syndicat des Journalistes d'Ottawa (Conciliation Officer: G. R. Doucet).

Settlements by conciliation officers. Canadian National Hotels Limited (Hotel Newfoundland), St. John's, Newfoundland and Hotel and Restaurant Employees and Bartenders International Union, Local 779 (Conciliation Officer: W. J. Gillies) (LG, Sept., p. 620).

Motor Transport Industrial Relations Bureau of Ontario (Inc.) and Motor Transport Industrial Relations Bureau of Québec (Inc.) (representing certain member car hauling companies under federal jurisdiction located in Ontario and Québec) and Teamster Locals 938, 880 and 106 (Conciliation Officer: T. B. McRae) (LG, Sept., p. 620).

Kleysen's Cartage Co. Ltd., Winnipeg, Man., and Local 9-892, Oil, Chemical and Atomic Workers' International Union (representing a unit of employees at Esterhazy, Sask.) (Conciliation Officer: A. E. Koppel) (LG, Sept., p. 620).

Eastern Provincial Airways (1963) Limited, Gander, Nfld., and International Association of Machinists and Aerospace Workers, Lodge 1763 (representing a unit of engineering, maintenance and station service employees) (Conciliation Officer: W. J. Gillies) (LG, Sept., p. 620).

CHEK T.V. Limited, Victoria, B.C., and National Association of Broadcast Employees and Technicians (representing a unit of clerical, technical and production employees) (Conciliation Officer: R. F. Langford) (reassigned to D. H. Cameron) (LG, Aug., p. 559).

Canadian National Steamship Company Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (representing employees aboard the S.S. "Prince George") (Conciliation Officer: A. A. Franklin) (LG, Aug., p. 560).

Hall Distributors Limited, Kelowna, B.C., and Brewery and Soft Drink Workers Union, Local 300, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: G. W. Rogers) (LG, July, p. 493).

Disputes in which no further conciliatory action taken under Canada Labour Code (Part V—Industrial Relations). Alcan Aluminium du Canada Ltée, Port Alfred, Qué., and le Syndicat des Employés de l'Aluminium du Canada Ltée (Division du Transport) (Conciliation Officer: S. T. Payne) (LG, Sept., p. 620).

D.C.B. Industries Limited, Montréal, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: S. T. Payne) (LG, Aug., p. 559).

Strike terminated. Canadian National Steamship Company Ltd., Vancouver, B.C., and Canadian Merchant Service Guild, Western Branch (strike terminated July 2 with the mediation assistance of A. A. Franklin) (LG, Sept., p. 621).

Conciliation commissioner a pointments. Atomic Energy Canada Limited (Whiteshell N clear Research Establishment), nawa, Man., and United Ste workers of America, Local 7 (representing specified hourly r employees) (LG, Aug., p. 560).

Pacific Western Trucking Divisi Edmonton, Alta., and Gene Teamsters, Local 362 (LG, Au p. 560).

Canadian National Hotels Limit (Macdonald Hotel), Edmont Alta., and International Union Operating Engineers, Local 9 (LG, July, p. 484).

Settlement at conciliation co missioner stage. Radio Trois vières Inc., Montréal, Qué., a National Association of Broadc Employees and Technicians (s tlement reached by parties bef Conciliation Commissioner f mally appointed) (LG, Fe p. 106).

Conciliation boards establishe Maritime Employers Associati (acting for and on behalf of t Shipping Federation of Cana Inc.), Port of Saint John, N.B., a International Longshoremen's A sociation, Local 1764 (Checke (LG, July, p. 485).

Conciliation boards fully cons tuted. The Conciliation Board e tablished to deal with a dispu between CP Air, Vancouver Int national Airport, B.C., and Intern tional Association of Machini and Aerospace Workers, Lod 764 (representing maintenan employees) (LG, Sept., p. 621) w fully constituted with the appoi ment of Prof. Joseph C. Smith Vancouver as chairman. Pr Smith was appointed by the Mi ister on the joint recommendati of the other two members of t Board, company nominee J. Bourne, and union nominee D Radford, both of Vancouver.

e Conciliation Board estabned to deal with a dispute beeen Alaska Trainship Corporain, New Westminster, B.C., and nadian Merchant Service Guild G, Aug., p. 561) was fully constiied with the appointment of ul D. Fraser of Vancouver as airman. Mr. Fraser was apinted by the Minister in the abnce of a joint recommendation m the other two members of e Board, company nominee J. A. llock, and union nominee John chael Collins, both of Vanuver.

e Conciliation Board estabned to deal with a dispute beeen Maritime Employers Associon (acting for and on behalf of e Shipping Federation of Cana Inc.), Port of Halifax, N.S., and ernational Longshoremen's Asciation, Local 269 (LG, Sept., p. 1) was fully constituted with the pointment of D. Merlin Nunn of lifax as chairman. Mr. Nunn as appointed by the Minister on e joint recommendation of the her two members of the Board, mpany nominee Brian Mulroy, Montréal, and union nomiee E. Johnston, Moncton, N.B.

ne Conciliation Board establhed to deal with a dispute beeen Maritime Employers Associion (acting for and on behalf of e Shipping Federation of Cana Inc.), Port of Saint John, N.B., d International Longshoremen's ssociation, Local 273 (LG, Sept., 621) was fully constituted with the appointment of D. Merlin Nunn of Halifax as chairman. Mr. Nunn was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee Brian Mulroney, Montréal, and union nominee, E. Johnston, Moncton, N.B.

Conciliation board reports received. Aqua Transportation Limited, Vancouver, B.C., and Canadian Brotherhood of Railway, Transport and General Workers (Seaman Section), Local 400 (LG, Sept., p. 622).

Aqua Transportation Limited, Vancouver, B.C., and Canadian Merchant Service Guild (LG, Sept., p. 622).

CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (see above).

Major railways involving Canadian National Railways and CP Limited and other short line companies and Associated Non-Operating Railway Unions (LG, Aug. p. 562).

Settlement reached by conciliation board. Radio Futura Ltée (CKVL), Verdun, Qué., and le Syndicat général de la radio (CSN) CKVL (LG, June, p. 406).

Strikes following board procedure. CP Air, Vancouver International Airport, B.C., and International Association of Machinists and Aerospace Workers, Lodge 764 (representing maintenance employees) (strike commenced July 25) (see above).

Major railways involving Canadian National Railways and CP Limited and other short line companies and Associated Non-Operating Railway Unions (selective strike action commenced July 26) (see above).

Appointment of mediators under Section 195 of the Canada Labour Code (Part V—Industrial Relations). Radio Saguenay Limited (CKRS-CKRS-TV), Jonquière, Qué., and le Syndicat des employés et techniciens en radio et T.V., Saguenay, Lac St-Jean (CSN) (Mediator: G. R. Doucet) (LG, March, p. 177).

Canadian National Railways (Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers (Mediator: M. K. Carson).

Settlement by mediator under Section 195. CP Rail (System) and United Transportation Union (T) (representing dining, café and buffet car employees) (Mediator: M. K. Carson) (LG, Sept., p. 622).

PUBLICATIONS IN THE LIBRARY

LIST NO. 294

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

CIVIL SERVICE

1. Hodgetts, John Edwin. The biography of an institution; the Civil Service Commission of Canada, 1908-1967 [by] J. E. Hodgetts [and others] Montreal, McGill-Queen's University Press, 1972. 532 p.

COLLECTIVE BARGAINING

2. Adam, Gérard. La négociation collective en France [par] Gérard Adam, Jean Daniel Reynaud [et] Jean Maurice Verdier. Paris, Les Editions Ouvrières [1972] 126 p.

3. Kaye, Seymour Phillip, ed. International manual on collective bargaining for public employees, edited by Seymour P. Kaye and Arthur Marsh. Foreword by Theodore W. Kheel. New York, Praeger [1973] 389 p.

CO-PARTNERSHIP

4. Bellas, Carl John. Industrial democracy and the worker-owned firm; a study of twenty-one plywood companies in the Pacific Northwest. New York, Praeger [1972] 117 p.

CORPORATIONS, INTERNATIONAL

5. Eells, Richard Sedric Fox. Glob corporations; the emerging syste of world economic power. W an introduction by George Ball. [New York] Interbook [197 242 p.

DISCRIMINATION IN EMPLOYMENT

6. Bureau of National Affai Washington, D.C. ABCs of t Equal employment opportun act. Prepared by the editorial st of the Bureau of National Affai inc. Washington [1972] 38 p.

7. Luong, T. M. The great ima sellers; the study of the causes difficulties among immigrants Canada, by T. M. Luong & C. Luong. Brooklyn, N.Y., Pagear Poseidon [1972] 146 p.

ECONOMIC CONDITIONS

8. Durocher, René. Le "retard" Québec et l'infériorité écon mique des Canadiens franç [par] René Durocher et Pau André Linteau. Montréal, Editio du Boréal express, 1971. 127 p.

9. Lecht, Leonard Abe. Changes national priorities during th 1960s: their implications for 198 [Washington] National Plannir Association [1972] 53 p.

ECONOMIC FORECASTING

10. Kahn, Herman. Things come; thinking about the se enties and eighties [by] Herma Kahn [and] B. Bruce-Briggs. Ne York, Macmillan [1972] 262 p.

CONOMICS

. **Ward, Benjamin N.** What's rong with economics? New ork, Basic Books [1972] 273 p.

MPLOYEES—RATING

. **Scott, Brian.** Appraisal and ap-raisal interviewing [by] Brian cott and Barry Edwards. London, dustrial Society, 1972. 39 p.

MPLOYEES' REPRESENTATION N MANAGEMENT

. **Coates, Ken, ed.** Can the work-s run industry? [London, Sphere ooks, 1972] 254 p.

RINGE BENEFITS

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LABOUR STATISTICS

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previ... Y
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended July 21, 1973		9,690	+ 0.8	+
Employed	July	9,229	+ 1.3	+
Agriculture	"	556	+ 8.0	–
Non-agriculture	"	8,674	+ 0.9	+
Paid workers	"	8,156	+ 1.2	+
At work 35 hours or more	"	6,181	– 15.8	+
At work less than 35 hours	"	1,059	– 20.8	+
Employed but not at work	"	1,989	+ 362.6	+
Unemployed	"	461	– 8.3	– 1
Atlantic	"	57	+ 1.8	
Québec	"	169	– 10.6	– 1
Ontario	"	129	– 14.0	– 1
Prairie	"	49	+ 8.9	– 1
British Columbia	"	57	– 9.5	– 1
Without work and seeking work	"	441	– 9.3	– 1
On temporary layoff up to 30 days	"	20	+ 17.6	–
INDUSTRIAL EMPLOYMENT (1961 = 100)†	April	132.1	+ 1.0	+
Manufacturing employment (1961 = 100)†	"	127.5	+ 1.0	+
IMMIGRATION	Year 1972	86,787	–	–
Destined to the labour force	"	42,417	–	1
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	138	–	+
No. of workers involved	"	47,363	+ 16.9	– 6
Duration in man days	"	623,960	+ 16.6	– 4
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	April	158.42	+ 0.9	+
Average hourly earnings (mfg.)†	"	37.9	+ 0.8	+
Average weekly hours paid†	"	39.7	– 1.2	–
Consumer price index (1961 = 100)	"	147.3	+ 1.1	+
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	"	136.1	– 1.1	–
Total labour income (Millions of dollars)†	June	5,441.1	+ 2.7	+ 1
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June	214.6	– 1.1	+
Manufacturing	"	210.6	– 1.1	+
Durables	"	243.6	+ 0.9	+ 1
Non-durables	"	184.6	+ 1.0	+
NEW RESIDENTIAL CONSTRUCTION**				
Starts	June	20,946	–	–
Completions	"	15,746	–	–
Under construction	"	165,342	–	–

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which, addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1968-1973

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1968	559	582	223,562	5,082,732	0.32
1969	566	595	306,799	7,751,880	0.46
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.42
1972—June	67	128	131,294	1,213,400	0.75
July	47	110	95,628	1,119,630	0.72
August	40	88	36,839	619,840	0.37
September	46	93	33,015	456,950	0.32
October	44	85	29,393	389,870	0.26
November	51	101	33,612	308,240	0.20
December	27	78	11,017	131,180	0.10
1973—January	38	87	12,427	164,600	0.11
February	39	87	16,011	154,930	0.11
March	46	98	19,444	223,290	0.14
*April	46	107	23,185	243,680	0.16
*May	68	138	40,500	535,020	0.32
*June	52	138	47,363	623,960	0.38

*Preliminary. †Revised.

STRIKES AND LOCKOUTS, JUNE, 1973, BY INDUSTRY (PRELIMINARY)

Industry	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	2	5	1,436	19,900
Manufacturing	25	80	29,023	440,400
Construction	11	17	8,335	88,230
Transportation and utilities	7	12	5,545	37,500
Trade	3	10	696	12,990
Finance	—	—	—	—
Service	2	11	2,022	22,850
Public administration	2	3	306	2,090
ALL INDUSTRIES	52	138	47,363	623,960

STRIKES AND LOCKOUTS, JUNE, 1973, BY JURISDICTION (PRELIMINARY)

Jurisdiction	In Effect During Month			
	Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	3	5	1,046	18,840
Prince Edward Island	—	—	—	—
Nova Scotia	3	6	2,857	39,710
New Brunswick	1	3	453	5,080
Quebec	4	39	14,472	223,430
Ontario	22	42	18,107	217,280
Manitoba	1	7	1,348	27,200
Saskatchewan	1	3	77	1,360
Alberta	4	6	1,252	15,960
British Columbia	9	19	2,383	33,020
Federal	4	8	5,368	42,080
ALL JURISDICTIONS	52	138	47,363	623,960

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
American Smelting & Refining Co., Buchans, Nfld.	Steelworkers Loc 5457 & I.B.E.W. Loc. 674 (AFL-CIO/CLC)	570	11,970	42,750	Mar. 15 —	Wages—
Noranda Mines Limited, Geco Division, Manitouwadge, Ont.	Canadian Union of Base Metal Workers (CNTU)	412	2,470	16,470	Apr. 12 June 11	Wages, fringe benefits, h days—$1.11 per hr. increase ov yrs; cash settlement of $200 per hr. cost-of-living bonus a 12 months, one floating holi per year.
Bradina Mines, Houston, B.C.	Steelworkers Loc. 271 (AFL-CIO/CLC)	125	1,250	1,250	June 18 —	Not reported—
Similkameen Mining, Co. Ltd., Princeton, B.C.	Steelworkers Loc. 654 (AFL-CIO/CLC)	150	450	450	June 26 June 29	Alleged unsafe working cor tions—Return of workers furt investigation.
NON-METAL						
Domtar Chemical Ltd. Sifto Salt Division, Goderich, Ont.	Chemical Workers Loc. 682 (AFL-CIO/CLC)	179	3,760	4,480	May 28 —	Wages, hours, fringe benefits
Manufacturing						
FOOD AND BEVERAGES						
Dare Food (Biscuit Division) Ltd., Kitchener, Ont.	Brewery Workers Loc. 173 (AFL-CIO/CLC)	380	7,980	103,890	May 26/72 —	Wages, hours—
B.C. Distillery Co. Ltd., Thomas Adams Distillers, New Westminster and Vancouver, B.C.	Distillery Workers Loc. 69 (AFL-CIO/CLC)	190	3,990	16,050	Mar. 1 —	Wages, pension plan, vacatio
Fry-Cadbury Ltd., Montreal, Que.	Commerce Employees (CNTU)	700	14,700	33,600	Apr. 24 —	Wages—
Old Dutch Foods Ltd., Winnipeg, Man.	Food Workers Loc. 520 (AFL-CIO/CLC)	115	2,420	2,420	May 15 —	Wages, hours, working con tions—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Boulangerie Diana Inc., Quebec, Que.	Commerce Employees (CNTU)	120	480	1,680	May 17 June 7	Wages, hours, overtime, other matters—Wage increase varying of 20¢ to 30¢ an hr. over a 3-yr. contract; 5-day, 40-hr. work week, other improvements.
J.J. Joubert, Montreal, Que.	Steelworkers Loc. 14850 (AFL-CIO/CLC)	225	4,730	6,530	May 17 —	Not reported—
Pêcheurs Unis du Québec, Rivière au Renard, Cté Gaspé-Sud, Que.	Commerce Employees (CNTU)	289	1,450	4,050	May 21 June 8	Not reported—Not reported.
Pêcheurs Unis du Québec, Newport, Cté Gaspé-Sud, Que.	Commerce Employees (CNTU)	249	5,230	7,470	May 21 —	Not reported—
Slack's Brothers Ltd., Waterloo, Que.	Commerce Employees (CNTU)	270	5,670	6,480	May 28 —	Wages, working conditions—
Ornstead Foods Ltd., Wheatley, Ont.	Teamsters Loc. 880 (Ind.)	420	5,040	5,040	June 13 —	Wages, working conditions, health and welfare plan—
Intercontinental Packers Ltd., Vancouver, B.C.	Food & Allied Workers Loc. 180 (AFL-CIO/CLC)	250	250	250	June 14 June 15	Not reported—Not reported.
Canada Packers Limited, Walkerton, Ont.	Food Workers Loc. P1105 (AFL-CIO/CLC)	276	1,380	1,380	June 25 —	Wages, hours, other benefits—
RUBBER						
Firestone Tire & Rubber, Joliette, Que.	Rubber Workers Loc. 790 (AFL-CIO/CLC)	300	6,300	21,000	Mar. 22 —	Delayed negotiations in a new contract—
Uniroyal Ltd., Kitchener, Ont.	Rubber Workers Loc. 67 (AFL-CIO/CLC)	600	7,800	7,800	June 13 —	Wages—
TEXTILES						
Consolidated Textiles Limited, St. Hyacinthe and Joliette, Que.	Syndicat du Textile de Soie Inc., (CSD)	230	4,830	14,030	Apr. 4 —	Wages, 5-day work week—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
WOOD						
MacMillan Bloedel Ltd., Red Band, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	190	3,990	49,490	June 19/72 –	Not reported–
Canadian Forest Products, Huntting-Merritt, B.C.	Woodworkers Loc. 1-427 (AFL-CIO/CLC)	200	4,200	40,200	Sept. 13/72 –	Protest against the suspensi of fellow workers for alleg slowdown–
FURNITURE AND FIXTURES						
Hespeler Furniture Co. Ltd., Hespeler-Cambridge Ont.	Woodworkers Loc. 2-345 (AFL-CIO/CLC)	123	430	430	June 26 –	Wages, fringe benefits–
PAPER						
Somerville Industries, Scarborough, Ont.	Auto Workers Loc. 303 (CLC)	100	900	1,900	May 17 June 14	Not reported–Not reported.
Associated Paper Mills, St-Laurent, Que.	Pulp and Paper Workers' Federation (CNTU)	115	2,420	880	May 28 –	Not reported–
PRINTING AND PUBLISHING						
Windsor Star, Windsor, Ont.	Various unions	150	150	1,950	May 15 June 1	Dispute over the introductio of new technology–Return workers when agreemer reached
PRIMARY METALS						
Ontario Malleable Iron Co. Ltd., Oshawa, Ont.	Steelworkers Loc. 1500 (AFL-CIO/CLC)	300	3,900	23,400	Feb. 28 June 20	Wages, shorter work week, pr tective contract language–Re roactive to Nov. 24/72 wages ir creased to $3.90 per hr. fro $3.60, 19¢ eff. Nov. 25/73, 20 Nov. 1974; 3 weeks vacation a ter 10 years, other improve benefits.
Western Canada Steel Ltd., Vancouver, B.C.	Steelworkers Loc. 3302 (AFL-CIO/CLC)	300	6,300	22,500	Mar. 15 –	Wages, hours–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Sidbec Dosco, Montreal, La Salle, and Contrecoeur, Que.	Steelworkers Various locals (AFL-CIO/CLC)	250	1,250	29,450	Apr. 21 June 8	Wages, fringe benefits—45¢ an hr. increase first year, 20¢ second year, 15¢ the third year; 2 weeks vacation after 1 year, 3 weeks after 5 years, 4 weeks after 18 years, 5 weeks after 25 years, other improved benefits.
Maritime Steel & Foundries Ltd., New Glasgow, N.S.	Steelworkers Loc. 3172 (AFL-CIO/CLC)	125	2,630	4,260	May 14 —	Renewal of overall working agreement—
TAL FABRICATING						
Locweld & Forge Products Ltd., Montreal, Que.	Steelworkers Loc. 2366 (AFL-CIO/CLC)	160	3,360	45,440	July 25 —	Not reported—
Canron Ltd., Eastern Structural Div., Rexdale, Ont.	Structural Iron Workers Loc. 743 (AFL-CIO/CLC)	260	4,160	15,600	Mar. 29 June 25	Not reported—Not reported.
Canadian Bronze Co. Ltd., Winnipeg, Man.	Molders Loc. 174 (AFL-CIO/CLC)	130	2,410	2,410	June 5 —	Wages, hours—
Lennox Industries (Canada) Ltd., Etobicoke, Ont.	Steelworkers Loc. 7235 (AFL-CIO/CLC)	142	1,700	1,700	June 14 —	Wages, contract language—
Rockwell International Canada Ltd., Gananoque, Ont.	Steelworkers Loc. 3209 (AFL-CIO/CLC)	238	240	240	June 18 June 19	Alleged dispute over several grievances—Return of workers, settlement not reported.
CHINERY						
Borg Warner (Canada) Ltd., Byron, Jackson Division, Scarborough, Ont.	Machinists Loc. 235 (AFL-CIO/CLC)	110	660	6,930	Mar. 12 June 11	Wages, pension plan, fringe benefits—Not reported.
ANSPORTATION QUIPMENT						
Davie Shipbuilding Ltd., Lauzon, Que.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	2,431	41,330	89,950	May 3 June 26	Alleged slowness in contract negotiations—45¢ an hr. increase retroactive to Jan. 1973, 35¢ Jan, 1, 1974, 35¢ Jan. 1, 1975.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Marine Industrie Limitée, Tracy, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	2,642	55,480	80,580	May 17 –	Wages, hours, fringe benefits–
Gulf & Western (Canada) Ltd., Windsor, Ont.	Auto Workers Loc. 195 (CLC)	250	250	250	June 6 June 7	Refusal to allow an employee work afternoons for a week place of his normal day shif Not reported.
Ferguson Industries Limited, Pictou, N.S.	Steelworkers Loc. 4702 (AFL-CIO/CLC)	440	1,320	1,320	June 6 June 11	Refusal acceptance of sor terms of new agreement–R turn of workers when ter reached.
National Steel Car Corporation Ltd., Hamilton, Ont.	Steelworkers Loc. 7135 (AFL-CIO/CLC)	900	13,500	13,500	June 11 –	Disagreement over incenti clause in contract–
Canadian Trailmobile, Cainsville, Ont.	Auto Workers Loc. 397 (CLC)	625	6,880	6,880	June 15 –	Delayed negotiations in a ne contract–
ELECTRICAL PRODUCTS						
Enterprise Foundry Ltd., Sackville, N.B.	Molders Loc. 140 (AFL-CIO/CLC)	240	3,840	10,080	Apr. 25 June 25	Wages–50¢ an hr. wage i creased in 1973, 40¢ in 197 piece workers 10% wage i crease in 1973, 9% in 1974; oth improved benefits.
Ferranti-Packard Ltd., Weston, Ont.	U.E. Loc. 525 (CLC)	168	3,530	7,900	Apr. 25 –	Wages, hours, job securit other matters–
Northern Electric Co. Ltd., Various locations, Ont.	Various unions	5,428	113,990	200,170	May 7 –	Wages, cost-of-living allov ances, pensions, vacations–
Northern Electric Co. Ltd., Montreal area, Que.	Various unions	4,223	46,450	121,050	May 8 June 18	Wages, cost-of-living allov ances, pensions, vacations Not reported.
*Northern Electric Co. Ltd., Western Region, Canada.	Canadian Union of Communications Workers (Ind.)	650	13,650	19,500	May 18 –	Wages, hours, other benefits–
Northern Electric Co. Ltd., Eastern Region, Canada.	Canadian Union of Communications Workers (Ind.)	480	4,800	4,800	June 16 –	Wages, hours, other benefits–

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
N-METALLIC MINERAL RODUCTS						
Asbestonos Corp., St. Lambert, Que.	Auto Workers Loc. 1469 (CLC)	176	3,700	10,030	Apr. 10 —	Not reported—
Vibrapipe Concrete Products Ltd., Blainville, Que.	Steelworkers Loc. 50 (AFL-CIO/CLC)	150	1,500	1,500	June 17	Wages, job classification—
Consumers Glass Co. Ltd., Etobicoke, Ont.	Glass and Ceramic Workers Loc. 200 (AFL-CIO/CLC)	450	450	450	June 21 June 22	Delayed negotiations in a new contract—Return of workers.
Consumers Glass Co. Ltd., Etobicoke, Ont.	Glass and Ceramic Workers Loc. 200 (AFL-CIO/CLC)	862	860	860	June 30 —	Wages, cost-of-living bonus, classifications, pensions, working conditions—
EMICAL PRODUCTS						
B. F. Goodrich, Shawinigan, Que.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	202	400	400	June 4 June 6	Wages—23% wage increase.
Canadian General Electric Co., Point Tupper, N.S.	Oil Workers Loc. 9-832 (AFL-CIO/CLC)	123	800	800	June 21 —	Wages—
nstruction						
Construction Assoc. Management Labor Bureau, (representing 53 contractors), Mainland, N.S.	Carpenters Various locals (AFL-CIO/CLC)	1,600	32,000	60,800	May 7 June 29	Wages—Not reported.
Winnipeg Builders Exchange (Mechanical Contractors Association), Winnipeg area, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	830	17,430	25,670	May 14 —	Wages, working conditions—
Canatom Man-Max Ltd., Donkin-Glace Bay Highway, N.S.	Various unions	562	2,810	2,810	June 6 June 14	Union objections to lay-offs of pipefitters and welders—Return of workers following agreement reached whereby dismissed workers would be rehired at discretion of management.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
Electrical Construction Assn. of Hamilton, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	1,000	15,000	15,000	June 8 June 29	Not reported—Not reported.
Four Construction Associations (representing approx. 60 firms), Toronto, Ont.	Laborers Loc. 183 (AFL-CIO/CLC) Teamsters Loc. 230 (Ind.)	2,500	10,000	10,000	June 20 June 26	Wages, hours, other benefi Wage increases, other imp vements.
G. M. Gest Ltd., Weston, Ont.	Laborers Loc. 183 (AFL-CIO/CLC)	390	390	390	June 29 –	Wages, hours, working co tions–
Hamilton Association Builders Exchange, Hamilton, Ont.	Carpenters Loc. 18 (AFL-CIO/CLC)	1,000	4,000	10,000	June 22 –	Not reported–
Saint John Construction Association, Saint John, N.S.	Bricklayers Loc. 1 (AFL-CIO/CLC)	200	1,100	1,100	June 22 –	Wages–
Transportation and Utilities						
TRANSPORTATION						
*Air Canada (representing employees of the company), Finance Branch, Winnipeg, Man.	Canadian Air Line Employees Association (CLC)	400	8,400	10,800	May 23 –	Breakdown in negotiations f new contract–
*CNR, Toronto and Ottawa, Ont.	Various unions	182	180	180	June 1 June 2	Not reported—Not reported.
*Air Canada (Rotating). Canada-wide.	Machinists (AFL-CIO/CLC)	3,582	16,200	16,200	June 2 June 19	Wages, hours, other benefi 8% wage increase retroactive Mar. 25/73, a further 8% M 25/74; 5 weeks vacation after yrs. and other improv benefits.
COMMUNICATION						
*Post Office Dept., Vancouver, B.C.	Canadian Union of Postal Workers (CLC)	210	210	210	June 25 June 26	Not reported—Not reported.

RIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONT.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: June	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
VER, GAS AND WATER						
Nfld. Light and Power Co. Ltd., Various locations, Newfoundland.	I.B.E.W. Loc. 1620 (AFL-CIO/CLC)	385	6,160	10,780	May 15 June 25	Wages, hours—6% wage increase eff. Feb. 1/73, 6% June 1/73, 7% Nov. 1/73, 8% June 1/74, reduction in hours from 42 to 40 for shift operators.
Greater Vancouver Regional District, Vancouver, B.C.	Greater Vancouver Regional District Employees (Ind.)	250	3,250	3,250	June 1 June 20	Wages—Not reported.
Ontario Hydro-Bruce Nuclear Station, Douglas Point, Ont.	Plumbers Loc. 527 (AFL-CIO/CLC)	350	700	700	June 19 June 21	Not reported—Not reported.
de						
Nine independent drug stores, Vancouver, Coquitlam and New Westminster, B.C.	Retail Clerks Loc. 1518 (AFL-CIO/CLC)	110	2,310	9,900	Feb. 23 —	Negotiating the first contract—
Dominion Stores Ltd., Winnipeg, Man.	Retail Clerks Loc. 832 (AFL-CIO/CLC)	184	3,070	5,680	May 11 June 25	Demand for a jointly administered trusteed pension fund—67¢-78¢ an hr. increase over 2 years, other improvements.
Provigo Inc., Sept-Iles, Que.	Commerce Employees (CNTU)	220	4,620	4,780	May 22 —	Not reported—
ice						
LTH AND WELFARE						
Royal Alexandra Hospital, Edmonton, Alta.	Public Employees Loc. 41 (CLC)	1,030	14,710	14,710	June 11 —	Wages, hours—
ICES TO BUSINESS						
Canadian Hoosies Engineering Co. (Checo), Comté Charlevoix, Que.	I.B.E.W. Loc. 2091 (AFL-CIO/CLC)	293	290	290	June 8 June 11	Room and board, bad weather and vacations clauses not to clearly defined—Return of workers when issues resolved.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1973 (PRELIMINARY) (CONCL'

Industry Employer Location	Union	Workers Involved	Duration in Man-Days June	 Accumulated	Starting Date Termination Date	Major Issues Result
ACCOMMODATION AND FOOD SERVICES						
*Hotel Nova Scotian (CNR), Halifax, N.S.	Hotel Employees Loc. 662 (AFL-CIO/CLC)	245	2,450	7,260	May 4 June 14	Wages, hours—15% wage creased for subsidized emp ees, 17% for non-subsidized ployees over two years; proved vacations and holida
MISCELLANEOUS SERVICES						
Vancouver Equipment & Other Rentals, Vancouver, B.C.	International Operating Engineers Loc. 115 (AFL-CIO/CLC)	200	1,200	4,800	May 7 June 10	Not reported—Not reported.
Public Administration						
LOCAL ADMINISTRATION						
Corp. of the City of Sault Ste. Marie, Sault Ste. Marie, Ont.	Public Employees Loc. 67 (CLC)	130	460	2,990	May 2 June 25	Wages, cost-of-living all ances—Wage increases, o improvements.
Corporation of the Municipality of Maple Ridge, B.C., Maple Ridge, B.C.	Public Employees Loc. 622 (CLC)	136	1,430	1,430	June 15 –	Wages, hours—

*Federal Jurisdiction

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